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OFFICE OF NATIONAL RECOVFRY ADMINISTRATION

DIVISION OF REVIEW

REPORT OF THE COMMISSION FOR THE COAT AND SUIT INDSTRY

By

George Gordon Battle
Chairman
N.I. Stone
Paul F. Brissenden

WORK MATERIALS NO. TEN

MARCH, 1936

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9821

FOREWORD

The National Recovery Administration Commission for the coat and suit industry was appointed by the Administrator on May 17, 1934, pursuant to a resolution adopted on May 4, 1934, at a hearing before Deputy Administrators Earl D. Howard and Morris Greenberg, in Washington, in which representatives of the several coat and suit markets of the country, together with representatives of the International Ladies Garment Workers Union, participated.

The following persons were members of the Commission:

Mr. George Gordon Battle, Chairman
Mr. N. I. Stone, Acting Chairman
Dr. Paul F. Brissenden

The mandate to the Commission was to make a study of the competitive market conditions in the industry and to present its findings to the Administrator, in order to enable the Administrator to determine what changes, if any, should be made in the code for the coat and suit industry.

The Commission made an exhaustive study of direct and indirect labor costs and other competitive factors in the various coat and suit market areas. The report of the Commission was printed as a supplement of the Women's Wear Daily, Volume 49, No. 19, Section 3, on Friday, July 27, 1934. It is here reproduced in order to increase its availability to students.

The report was discussed at a hearing held on August 3, 1934 on several proposed amendments to the code for the coat and suit industry. The transcript of this hearing is located in the NRA Central Records Section.

At the back of the report will be found a brief statement of the studies undertaken by the Division of Review.

L. C. Marshall
Director, Division of Review.

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SECTION I.

INTRODUCTION

The NRA Commission for the Coat and Suit Industry was appointed pursuant to a resolution adopted on May 4, 1934, at a hearing before Deputy Administrators Earl D. Howard and Morris Greenberg, in Washington, D. C., in which representatives of the several coat and suit markets of the country, together with representatives of the International Ladies' Garment Workers Union, participated.

The resolution setting forth the scope of the Commission's investigations follows:

> "The Administrator shall forthwith appoint a commission of three persons, one of whom shall represent labor, to investigate all markets engaged in the manufacture and wholesale distribution of wearing apparel included in the Coat and Suit Code.
>
> The commission shall study the following situations and conditions in the various localities and all markets:
>
> I. Labor conditions: Available labor supply, male and female; relative skill of labor in the market; method of operation; existing labor agreements; cost of production.
>
> II. Availability of markets; raw materials, finished product.
>
> III. Competitive irregularities.
>
> The Commission shall study all petitions and demands filed since the adoption of the Coat and Suit Code by particular localities and markets relative to wages and labor classifications.
>
> The Commission shall report its findings to the Administrator by not later than July 1, 1934.
>
> Upon receipt of the report, the Administrator shall hold hearings of the interested parties to consider and determine on such changes in rates and differentials between markets as may be indicated by the report of the commission and the hearings.
>
> The decision reached by the Administrator as a result of said hearings shall be effective as of the date approved by the Administrator."

The Commission was appointed May 17, 1934. After some preliminary discussions with the Deputy Administrator and with several of the leading members of the industry, of the problems committed to it in the terms of reference quoted above, and after making an examination of the available payroll data on file at the offices of the Coat and Suit Code Authority, the Commission mapped out three separate lines of investigation to be carried on simultaneously with the hearings in the several markets. These were:

(1) A statistical analysis of earnings and costs based upon payroll

data regularly submitted to the Code Authority on uniform payroll sheets by manufacturers throughout the country.

(2) A study of the "run-of-shop costs" of competitive firms in the several markets.

(3) A study of the cost of production of a specific comparable garment in the several coat and suit markets.

In addition to these three lines of inquiry the Commission, in accordance with its instructions, visited and held hearings in all of the important coat and suit markets in the country. While these investigations were being conducted the Commission had the opportunity to acquaint itself at first hand with the problems of the industry and to give full opportunity to all members of the industry -- employer and labor alike -- directly or through their representatives, to present their claims, grievances and recommendations. The Commission also has examined the numerous letters, petitions and briefs submitted to the Administrator or to the Code Authority by members of the industry or their associations in various parts of the country since the adoption of the Coat and Suit Code.

The Commission left New York on May 30, 1934 and held its first hearing in Cleveland, Ohio, on May 31, 1934. Thereafter it visited the other markets in the following order: Chicago, St. Louis, Kansas City, Los Angeles, San Francisco, Portland, Seattle, Baltimore, Philadelphia, Boston, Newark and New York.

The Cleveland hearings covered all of the Ohio markets; those in Chicago took in Minneapolis and St. Paul, Minn., Batavia, Illinois, and Crawfordsville and LaPorte, Indiana; those in Philadelphia included Scranton; in Boston, the Commission also heard representatives from other towns in Massachusetts, while the hearings held in New York included testimony from Connecticut.

In each of these markets, leading representatives of the manufacturers and the workers presented their claims and made their suggestions for revision of the Code and submitted statistical and other documentary material in support thereof.

The Commission was accompanied by Mr. Leo Rosenblum, C.P.A., who was in charge of the "run-of-shop cost" study, and Mr. Frank A. Garvey, Industrial Engineer, of Cleveland, Ohio, who carried on the cost study of the specific comparable garments. The Commission also retained Mr. Vincent J. Cohenour, statistician, who was responsible for an important part of the analysis of payroll reports.

In some of the markets visited, the Commission was accompanied by Mr. Alexander Printz, of Cleveland, Ohio, Chairman of the Western Council and Mr. Milton Rosenfeld of St. Louis, Missouri, Member of the Western Council and both members of the Coat and Suit Code Authority. The labor member of the Commission was accompanied by Mr. Charles H. Green Director of the Codes Observance Bureau of the International Ladies' Garment Workers Union.

Because it was highly desirable that the Administrator should be in a position to make his decision on disputed points before the fall season

reached its height, the Commission was obliged to carry on its work at top speed. The Commission regrets that it was unable to spend more time in most of the centers which it visited but it is satisfied that the presentation of the claims and suggestions of each of the markets was comprehensive.

The Commission takes pleasure in expressing its lively appreciation of the hospitality extended to it throughout the whole course of its hearings. It is indebted in this way to so many individuals that it is impossible to mention them all by name. The uniformly courteous cooperation extended to it and to its staff at every stage of its investigations has immeasurably facilitated its work. The Commission feels that it is under an especially heavy debt of obligation to Mr. Samuel Klein, Executive Director of the Industrial Council of Coat, Suit and Skirt Manufacturers of New York; Mr. Harry Uviller, Executive Director of the American Cloak and Suit Manufacturers Association of New York; Mr. Maxwell Copelof, outgoing, and Mr. Joseph L. Dubow, incoming, Executive Director of the Merchants' Ladies' Garment Manufacturers' Association; Dr. Arthur L. H. Robin, of the University of Chicago, Deputy Director of the Code Authority for the Chicago market; Mr. Alexander Printz of the Printz-Biederman Company of Cleveland and Mr. Milton Rosenfeld of the Cardais Manufacturing Company of St. Louis for the long hours which they generously devoted to assisting the Commission in the formulation of its plans and the prosecution of its inquiries. Finally, the Commission must express its sense of heavy obligation for their invaluable assistance to Mr. F. Nathan Wolf, Secretary of the Coat and Suit Code Authority, Mr. Reuben Holland of the Labor Bureau of the Coat and Suit Industry, New York, to other members of the staff of the Authority and to the code enforcement officers and the Code Authority's deputy directors inn the out-of-town markets.

- - - - - - - - - - - - - - -

The Commission is keenly conscious of the short-comings of the report, made inevitable by the extreme pressure under which the work has been done, due to the limitation of time set for the completion of its work. It has undertaken, in a very few weeks, to cover a great deal of ground, both geographically and statistically. The resulting figures are therefore both less comprehensive and more fragmentary than it could wish. It has been at great pains, however, to verify, so far as it has been possible to do so, all of the figures submitted in this preliminary report. The Commission does not flatter itself that the report is free from errors of calculation and estimation. It dares to hope that they are not numerous. In any event it does not believe that such errors as may be found will prive to be of such magnitude as to invalidate the findings of fact herein made.

NOTE

A large part of the statistical matter embodying the results of the Commission's investigations ispresented in chart form in the text of this report. For this reason, only those statistical tables whose significant figures have not been graphed appear in the text, the others being presented in the Appendix. The charts are numbered and captioned to correspond with the numbers and captions of the tables from whose figures they were drawn.

SECTION II.

COMPARISON OF COSTS IN DIFFERENT MARKETS

Basis of Cost Studies

Two independent examinations of the cost of production of coats and suits in different markets, were conducted simultaneously by different experts, under the direction of the Commission. One, covering "run-of-shop" costs, was in charge of Mr. Leo Rosenblum, C. P. A., who travelled with the Commission, attended its hearings, noted the special local conditions governing the manufacture of garments in various districts as brought out at the hearings by local representatives of the industry and then inaugurated the study from the books of the concerns, leaving a local C. P. A., who was in several instances the local Code Enforcement officer, to complete the studies for that locality. These studies were based on the Spring 1934 production.

The average direct labor cost per garment was obtained by dividing the total direct labor payroll for the manufacturing season by the total garments produced. The manufacturing part of the season commenced with the first week of production after the completion of the samples and continued until Easter week or until the completion of production of spring garments. The indirect labor and shop overhead were obtained in a similar manner.

A comparison of these "run-of-shop" costs by different shops in different cities is based on a common range of selling prices of those shops. It is based on the theory that from a market point of view these concerns are in direct competition with one another on a similar price basis and disregards differences in construction of the garment on the theory that on the average or by and large they are competing with one another and, in the eyes of the buyer, the garments they produce though differing in detail of construction, are essentially similar. It is fully realized by the Commission that the differences in cost may be due to variations in construction; the garments, nevertheless, are regarded by the trade as comparable because they compete with one another in price.

In the selection of comparable competing firms in different cities, the Commission had the benefit of the advice of Mr. Samuel Klein, Executive Director of the Industrial Council of the Coat, Suit & Skirt Mfrs. Ass'n. (manufacturers); Mr. Harry Uviller, Executive Director of the American Cloak and Suit Mfrs. Ass'n. (contractors); Mr. Maxwell Copelof, before he relinquished his post of Executive Director of the Merchants' Ladies Garment Ass'n. (jobbers); Mr. Alexander Printz, of Cleveland, Chairman of the Western Council and Member of the Coat & Suit Code Authority; Mr. Milton Rosenfeld, President of the Cardais Cloak Company of St. Louis, representing the Western Council on the Coat & Suit Code Authority; Mr. Max Weinstock, of Shenker, Michell & Weinstock, President of the Chicago Association of Coat and Suit Manufacturers and Chicago Deputy of the Western Council.

With the aid and advice of these gentlemen, a master list was made up of comparable firms in the coat and suit manufacturing centers in the United States. This list was modified wherever found necessary by

additions and subtractions of local firms upon the advice of leading members of the industry in each city which the Commission visited.

The other cost investigation was conducted by Mr. Frank A. Garvey, an Industrial Engineer, who has done expert work in piece-rate settlements in the City of Cleveland for more than a dozen years and who is thoroughly familiar with the technical details of coat and suit manufacture, especially as it bears on the labor cost and methods of its adjustment.

As a basis for his studies, there was selected with the advice of leading manufacturers in a number of cities, among them the two members representing the Western Council on the Code Authority, a spring sport type of double-breasted mannish polo coat made in the Spring 1934 season.

Mr. Garvey, too, accompanied the Commission in its travels and attended the hearings and noted the references of local manufacturers to their competitive disadvantages as against other markets.

At the close of the hearing in each city, Mr. Garvey visited the representative shops in that city or district which were chosen through consultation with the representatives of the manufacturers and the Union in each market, with the aid of the master list of comparable firms mentioned above. The shops so selected, it was agreed, presented a fair cross-section in each market. Accompanied by one representative each of the manufacturers and of the Union on the local price committee, Mr. Garvey visited the shops selected and picked from stock a garment identical or comparable in style with his sample coat. In New York City, Mr. Garvey was accompanied by a representative from the Labor Bureau which is maintained jointly by the employers and the Union.

After the Committee accompanying Mr. Garvey had agreed that the garment selected was identical or comparable in style, he examined it and ascertained the actual piece prices paid for operating, finishing and pressing by the manufacturer or contractor visited. This being completed, a physical examination of the shop was made and the method of manufacturing and the procedure used to arrive at the piece rates were noted. The figures for indirect labor of cutting and tailoring and for shop overhead were taken from the accountant's run-of-shop cost studies.

A. ANALYSIS OF RUN-OF-SHOP COSTS

Table R-1 is a study of "run-of-shop" costs in the various markets outside of New York for the Spring season 1934 and of average hourly earnings for the eight-week period ended March 31, 1934, by individual firms. The "run-of-shop" cost study was made by local accountants in all centers other than in New York. Table R-1A is a study of direct tailoring labor costs and of average hourly earnings for selected firms in the New York market for the eight-week period ended March 31, 1934.

The labor cost figures for New York were tabulated by the Labor Bureau from payroll sheets submitted by the New York shops. The latter included two contract shops in New Jersey and one in Connecticut and one inside shop in Connecticut.

As part of the Commission's inquiries, in centers outside New York, the average sales price of garments sold by the firms studied was ascertained. By reason of the inability or unwillingness of a number of the New York firms to make their records available at the time of the visit by the Commission's accountants, the New York firms' costs are grouped according to the predominant price of the garments sold by the firms. This price was furnished to the Commission by the executives of the associations of New York contractors, jobbers and manufacturers and the officers of the Code Authority. A check of shops for which both sets of figures are available shows that in most instances the predominant sales price by which each house is known is fairly close to the average sales price, although in a few cases a wide divergence is noted. It is possible that there may be some mis-classification in Table R-1A by reason of the fact that the average sales price was not ascertainable. Where this information was obtained, however, it is indicated alongside the coded name of the jobber in Table R-1A.

The labor costs, tabulated in the manner outlined above, show the following:

$6.75 Houses

Payroll figures for thirty shops in New York and the New York district were studied. Four shops outside the New York market were studied. The direct labor costs ranged from under $1.00 to as high as $2.05, the distribution being as follows:

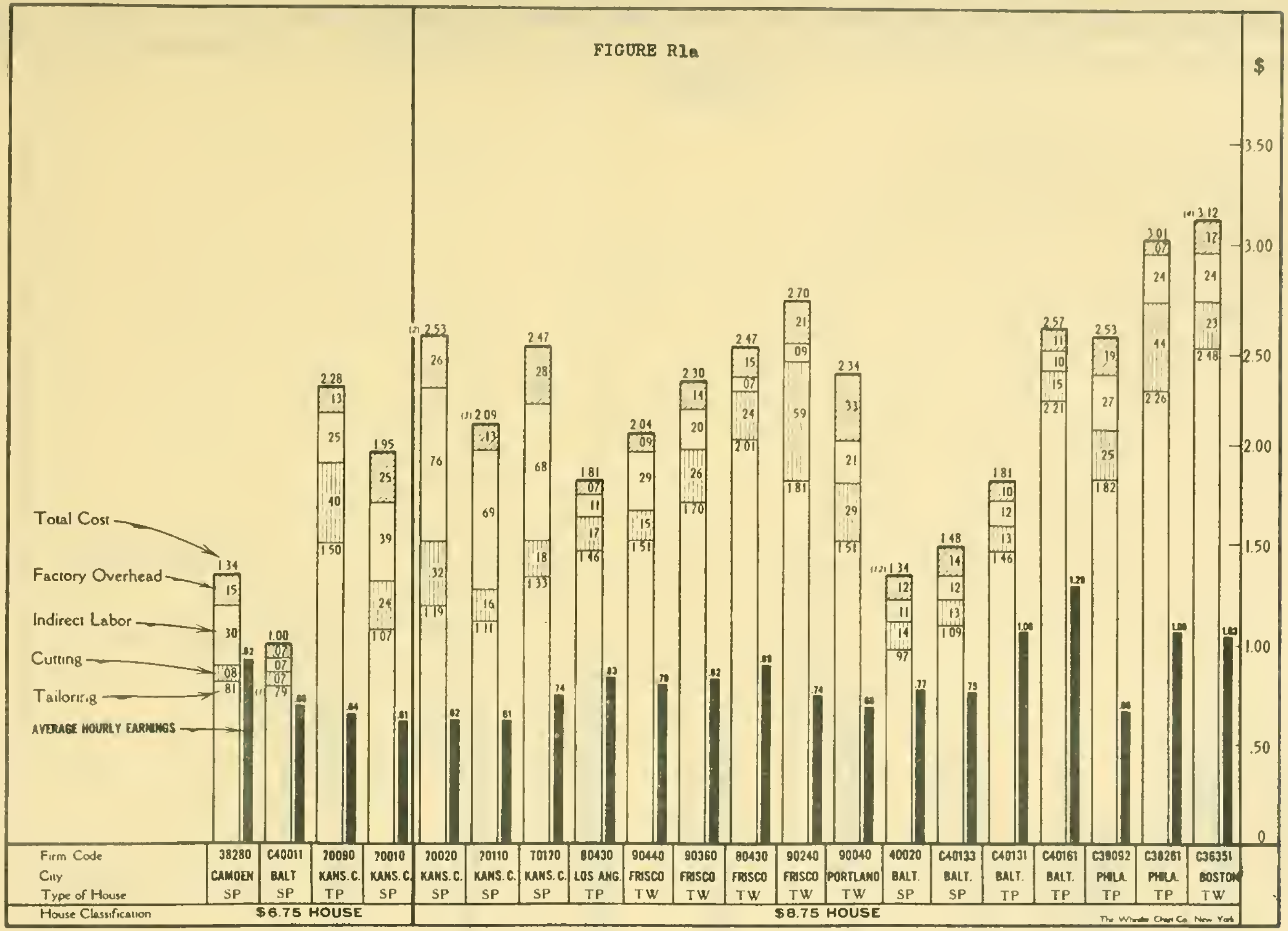
	New York	Other Markets
Under $1.00	1	2
$1.01 to $1.25	6	1
1.26 to 1.50	9	1
1.51 to 1.75	6	
1.76 to 2.00	7	
2.01 to 2.25	1	
	30	4

With respect to the direct labor costs in shops outside the New York market, it will be observed that a section shop in Camden and a section shop in Baltimore each show direct labor costs under $1.00; a section shop in Kansas Coty shows a direct labor cost of $1.07; a tailoring shop in Kansas shows a direct labor cost of $1.50.

In the New York group, the lowest cost was found in a section shop in Connecticut. One section shop was included among the six shops whose direct labor cost was between $1.00 and $1.25; one section shop was included among the nine shops whose direct labor cost was between $1.26 and $1.50. It is to be expected that in a section shop, the ratio of indirect labor to direct labor is greater than in a tailoring shop, since some of the functions included in direct labor are transferred to indirect labor in the process of sub-dividing the tailoring functions. When the three section shops outside New York in the $6.75 group are considered from the point of view of the total labor cost, i.e., both direct and indirect, it is found that the cost in the Baltimore section

RUN-OF-SHOP COSTS IN VARIOUS MARKETS FOR THE SPRING SEASON, 1934, AND AVERAGE HOURLY EARNINGS FOR THE EIGHT WEEK PERIOD ENDED MARCH 31, 1934, BY INDIVIDUAL FIRMS

FIGURE R1a

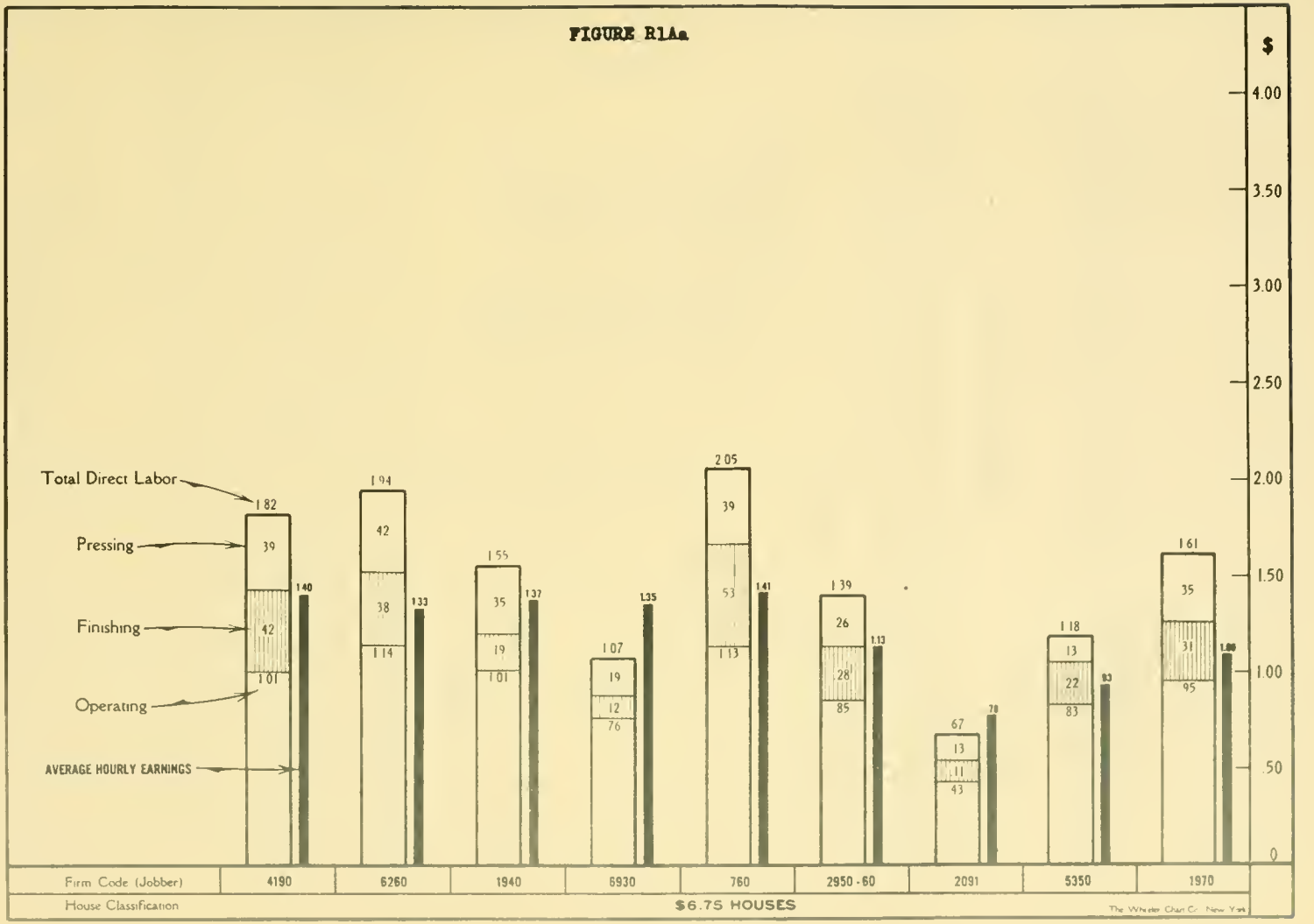


S-Section Shop   T-Tailor Shop   W-Week Work   P-Piece Work   C-Preceeding a firm code number indicates a contractor

* Includes indirect labor costs as well as direct labor costs.

1. This figure must be supplemented by wage deficiencies paid to Code Authority-approximately 10% of direct labor cost.
2. " " " " " " " " " " " " 4¢ per garment.
3. " " " " " " " " " " " " 2¢ " "
4. " " " " " " " " " " " " 3¢ " "
5. " " " " " " " " " " " " 35¢ " "
6. " " " " " " " " " " " " 2¢ " "
7. " " may " " " " " assessment pending " 5¢ " "
8. " " must " " " " " paid to Code Authority- " 10¢ " "
9. " " " " " " " " " " " " 2¢ " "
10. " " " " " " " " " " " " 8¢ " "
11. " " " " " " " " " " " " 3¢ " "
12. " " " " " " " " " " " " 12¢ " "

FIGURE R1Aa


$
4.00
3.50
3.00
2.50
2.00
1.50
1.00
.50
0
Total Direct Labor
Pressing
Finishing
Operating
AVERAGE HOURLY EARNINGS
1.82
39
42
1.01
1.40
1.94
42
38
1.14
1.33
1.55
35
19
1.01
1.37
1.07
19
12
76
1.35
2.05
39
53
1.13
1.41
1.39
26
28
85
1.13
67
13
11
43
.78
1.18
13
22
83
.93
1.61
35
31
95
1.00
Firm Code (Jobber)
4190
6260
1940
6930
760
2950 - 60
2091
5350
1970
House Classification
$6.75 HOUSES
The Whitaker Chart Co. New York

shop is 86¢ plus a deficiency of 10% of the direct labor charge; the total labor cost in the Camden section shop is $1.11 and the cost in the Kansas City section shop is $1.46. Of the group of thirty New York shops, fifteen are found to have higher direct labor costs than the combined direct and indirect labor cost of the three section shops outside New York.

From this comparative study of the New York figures and of a limited number of $6.75 firms in other markets, it appears that in this price class the New York labor costs are greater than those outside New York.

$10.75 Houses

Payroll figures for sixty-six shops in the New York district were studied. Thirteen shops were studied in markets outside of New York. The distribution of direct labor costs was as follows:

	New York	Other Markets
Under $1.00	1	
$1.01 to $1.25	1	
1.26 to 1.50	1	1
1.51 to 1.75	6	
1.76 to 2.00	10	1
2.01 to 2.25	16	6
2.26 to 2.50	9	3
2.51 to 2.75	10	1
2.76 to 3.00	8	
3.01 to 3.25	4	
Over 3.25		1
	66	13

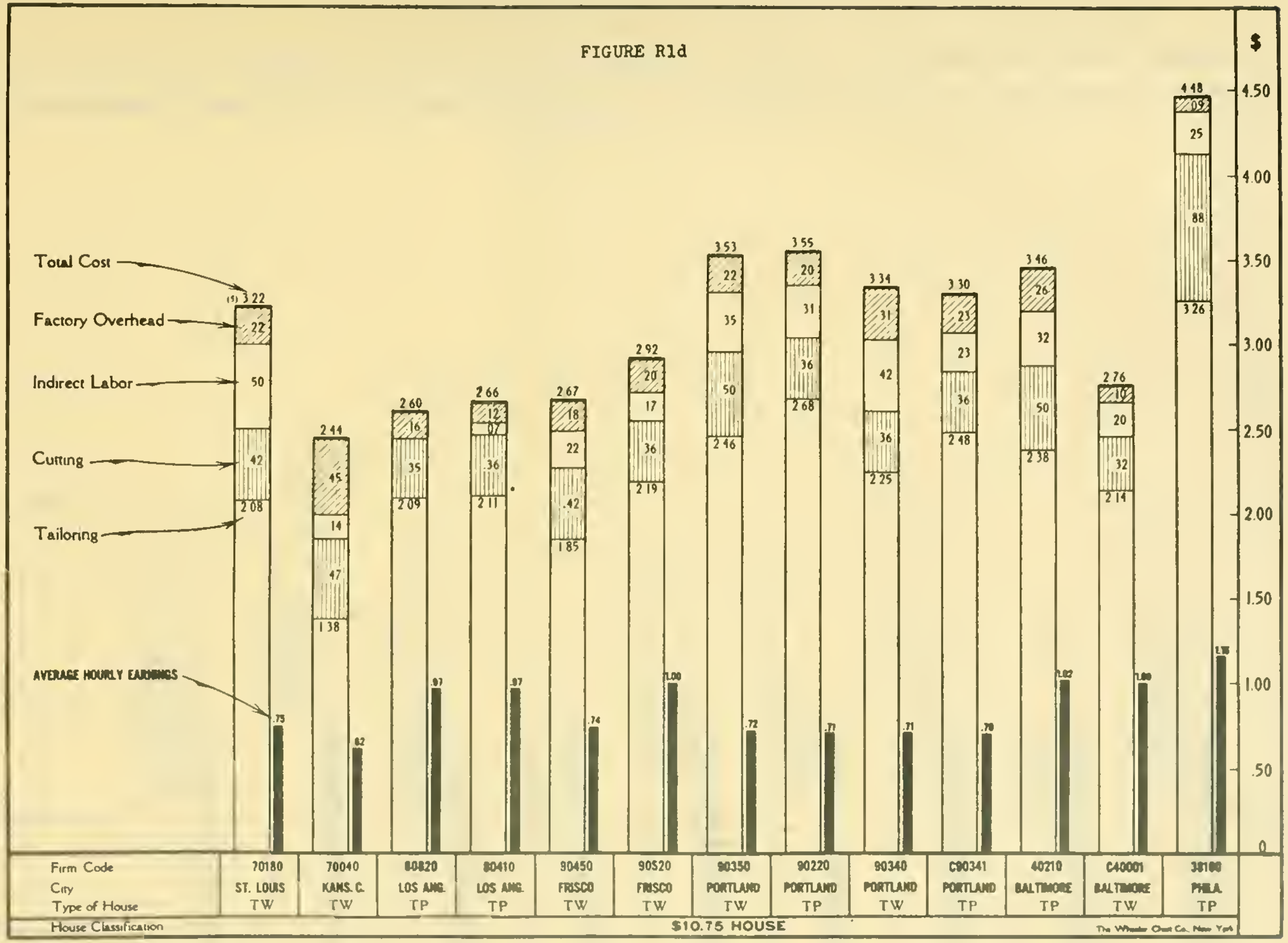
All of the $10.75 firms studied, both in and outside New York, were tailoring shops. The lowest direct labor cost was found in the New York market. Outside New York, the lowest cost was found in a Kansas City shop, the cost being $1.38; a San Francisco shop was next with a cost of $1.85. Included in the group whose direct labor cost was from $2.01 to $2.25 was one firm in St. Louis, two in Los Angeles, one in San Francisco, one in Portland and one in Baltimore. There is a deficiency assessment which amounts to approximately thirty-five cents per garment pending against the St. Louis firm; the addition of this assessment would bring the firm to the next higher cost group.

In the group having a direct labor cost of $2.26 to $2.50, there were two firms in Portland and one in Baltimore; one Portland firm had a cost of $2.68. The highest cost was that of a Philadelphia firm at $3.26. Thus, for the group of firms outside New York, the range of direct labor costs was from $1.38 to $3.26. It is of interest to note that the Kansas City firm with a direct labor cost of $1.38 sold its merchandise at an average sales price of $11.60, while the Philadelphia firm, whose direct labor cost was $3.26, received an average sales price of $10.40.

In brief, of the total of sixty-six shops in the New York district,

RUN-OF-SHOP COSTS IN VARIOUS MARKETS FOR THE SPRING SEASON, 1934, AND AVERAGE HOURLY EARNINGS FOR THE EIGHT WEEK PERIOD ENDED MARCH 31, 1934, BY INDIVIDUAL FIRMS

FIGURE R1d



S-Section Shop T-Tailor Shop W-Week Work P-Piece Work C-Preceeding a firm code number indicates a contractor

* Includes indirect labor costs as well as direct labor costs.

1. This figure must be supplemented by wage deficiencies paid to Code Authority-approximately 10% of direct labor cost.
2. " " " " " " " " " " " " 4¢ per garment.
3. " " " " " " " " " " " " 2¢ " "
4. " " " " " " " " " " " " 3¢ " "
5. " " " " " " " " " " " " 35¢ " "
6. " " " " " " " " " " " " 2¢ " "
7. " " may " " " " assessment pending " 6¢ " "
8. " " must " " " " paid to Code Authority- " 10¢ " "
9. " " " " " " " " " " " " 2¢ " "
10. " " " " " " " " " " " " 8¢ " "
11. " " " " " " " " " " " " 3¢ " "
12. " " " " " " " " " " " " 12¢ " "

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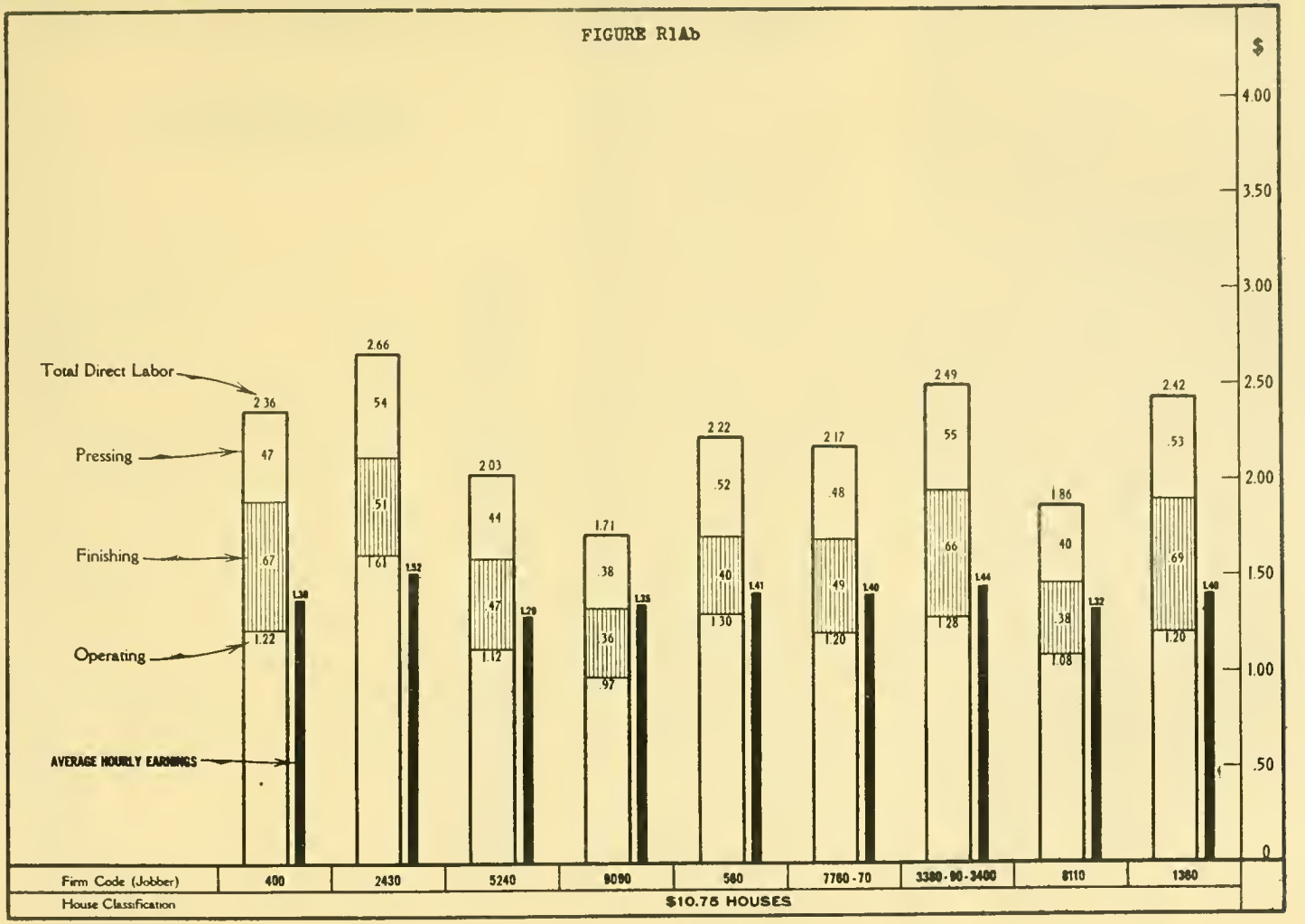
FIGURE R1Ab


$
4.00
3.50
3.00
2.50
2.00
1.50
1.00
.50
0
Total Direct Labor
Pressing
Finishing
Operating
AVERAGE HOURLY EARNINGS
2.36
.47
.67
1.22
1.38
2.66
.54
.51
1.61
1.32
2.03
.44
.47
1.12
1.29
1.71
.38
.36
.97
1.35
2.22
.52
.40
1.30
1.41
2.17
.48
.49
1.20
1.40
2.49
.55
.66
1.28
1.44
1.86
.40
.38
1.08
1.32
2.42
.53
.69
1.20
1.40
Firm Code (Jobber)
400
2430
5240
9090
560
7760-70
3380-90-3400
8110
1360
House Classification
$10.75 HOUSES

thirty-five or 53% had direct tailoring labor costs of $2.25 or less, while of the thirteen shops in the other markets, eight or 62% fell in that category.

It will be noted in the discussion under the different price groups in this report, that in practically every market there are variations in the cost of direct labor per garment within the various price groups. These variations may be accounted for by inequalities in shop efficiency and supervisory technique, variations in the size of the shop, volume of orders received and similar factors, as well as the bargaining ability of the owners of the different shops and their employees. Thus, for example, in the $10.75 group, San Francisco tailoring shops show direct tailoring labor costs ranging from $1.85 to $2.19, which is a variation of approximately 20%; Portland tailoring shops show a range from $2.25 to $2.68, the difference between the two being approximately 20% and Baltimore tailoring shops show a range from $2.14 to $2.38, the variation being over 10%.

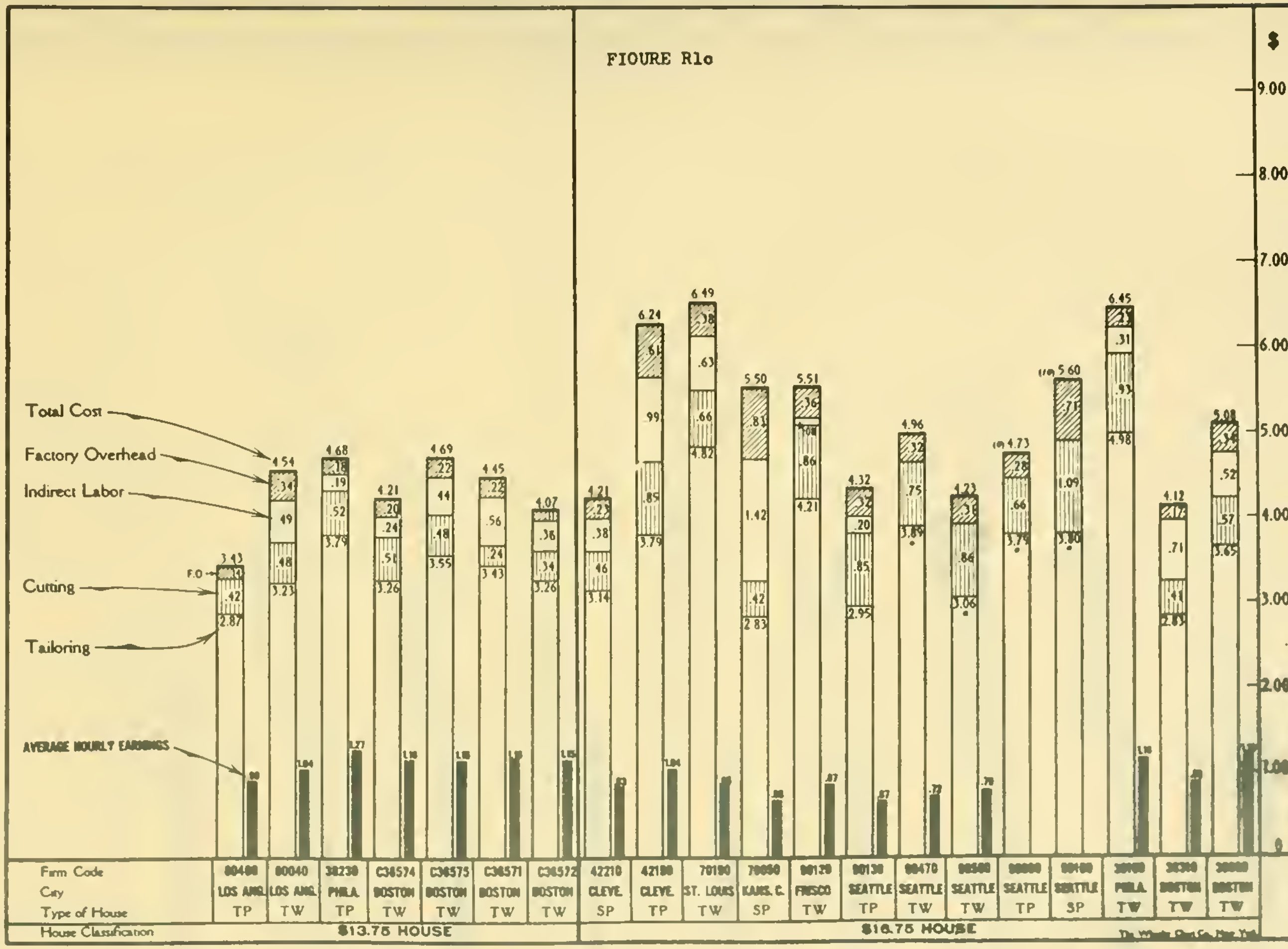
$16.75 Houses

Forty-four New York shops and thirteen shops in manufacturing centers outside New York were studied. Three of the latter were section shops. In Seattle, the accountant who made this examination for the Commission did not attempt (except in one case) to separate direct tailoring labor cost from indirect tailoring labor cost inasmuch as the proprietors or executives of a number of the firms examined devoted a part of their time to each of these functions. The distribution of direct tailoring labor cost (except for Seattle, for which in four cases direct and indirect labor are combined) is as follows:

	New York	Other Markets	Other Markets
	Direct Labor Only		Direct Labor and Indirect Labor
$1.51 to $1.75	1		
1.76 to 2.00	3		
2.01 to 2.25	7		
2.26 to 2.50	9		
2.51 to 2.75	4		
2.76 to 3.00	9	3	
3.01 to 3.25	6	1	1
3.26 to 3.50	2		
Over 3.50	3	5	3
	44	9	4

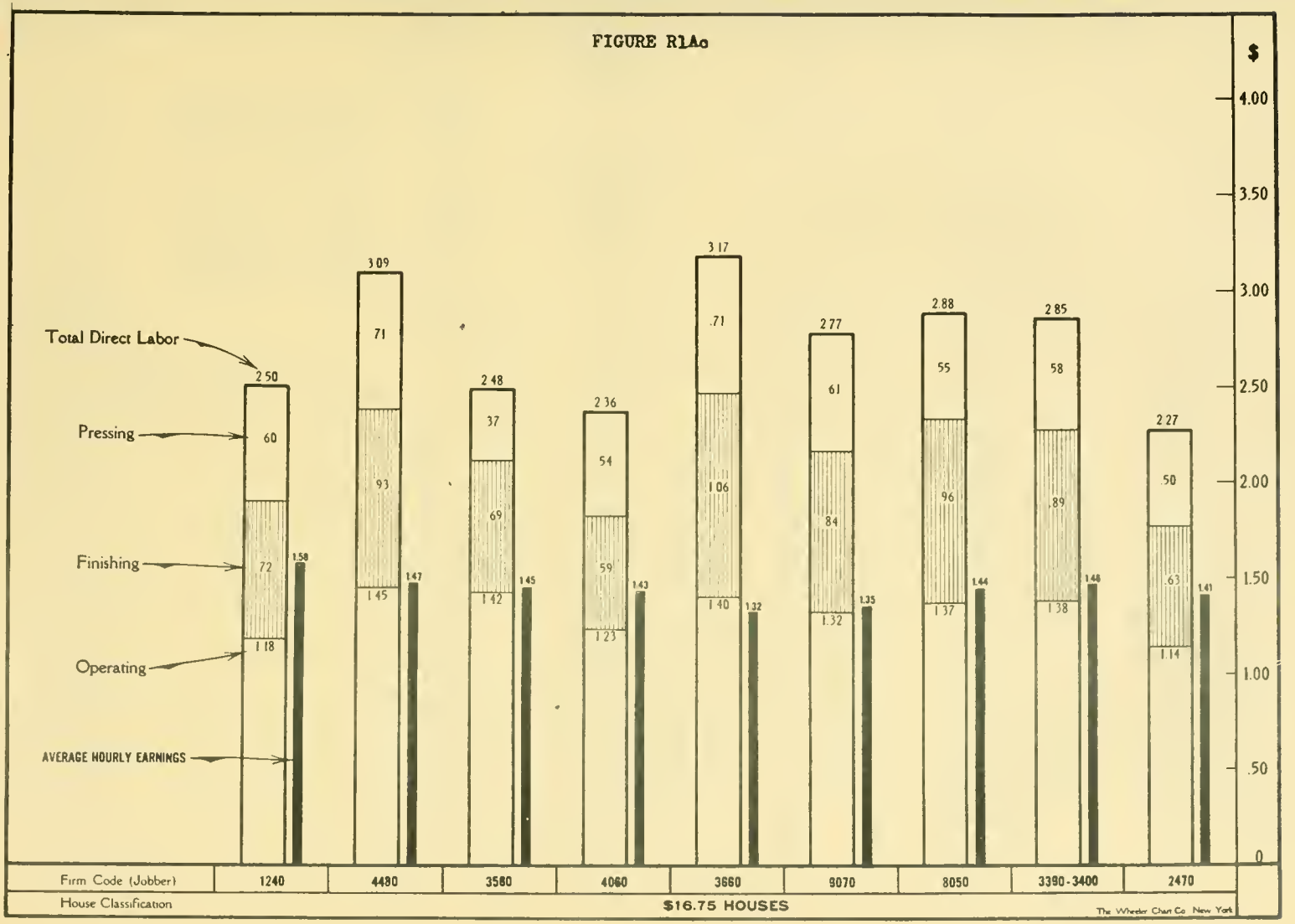
Referring to the markets outside New York, in the group including direct tailoring labor costs from $2.76 to $3.00 are to be found one Kansas City section shop, a Worcester (Mass.) tailoring shop and one Seattle tailoring shop. The cost from $3.01 to $3.25 includes two shops: one, a Cleveland section shop, the other, a Seattle tailoring shop which had a combined direct and indirect tailoring cost of $3.06. The firms having a direct tailoring labor cost exceeding $3.50 were as follows: one firm in Cleveland, one in St. Louis, one in San Francisco, one in Philadelphia and one in Boston (all tailoring shops). In each of two Seattle tailoring shops and in one Seattle section shop, the

RUN-OF-SHOP COSTS IN VARIOUS MARKETS FOR THE SPRING SEASON, 1934, AND AVERAGE HOURLY EARNINGS FOR THE EIGHT WEEK PERIOD ENDED MARCH 31, 1934, BY INDIVIDUAL FIRMS



S-Section Shop T-Tailor Shop W-Week Work P-Piece Work C-Preceeding a firm code number indicates a contractor
* Includes indirect labor costs as well as direct labor costs.
1. This figure must be supplemented by wage deficiencies paid to Code Authority-approximately 10% of direct labor cost.
2. " " " " " " " " " " " " 4¢ per garment.
3. " " " " " " " " " " " " 3¢ " "
4. " " " " " " " " " " " " 3¢ " "
5. " " " " " " " " " " " " 3½¢ " "
6. " " " " " " " " " " " " 3¢ " "
7. " " may " " " " " assessment pending " 3¢ " "
8. " " must " " " " " paid to Code Authority- " 10¢ " "
9. " " " " " " " " " " " " 3¢ " "
10. " " " " " " " " " " " " 8¢ " "
11. " " " " " " " " " " " " 3¢ " "
12. " " " " " " " " " " " " 12¢ " "

FIGURE R1Ao


$
4.00
3.50
3.00
2.50
2.00
1.50
1.00
.50
0
Total Direct Labor
Pressing
Finishing
Operating
AVERAGE HOURLY EARNINGS
2.50
.60
.72
1.18
1.58
3.09
.71
.93
1.45
1.47
2.48
.37
.69
1.42
1.45
2.36
.54
.59
1.23
1.43
3.17
.71
1.06
1.40
1.32
2.77
.61
.84
1.32
1.35
2.88
.55
.96
1.37
1.44
2.85
.58
.89
1.38
1.48
2.27
.50
.63
1.14
1.41
Firm Code (Jobber)
1240
4480
3580
4060
3660
9070
8050
3380-3400
2470
House Classification
$16.75 HOUSES
The Wheeler Chart Co. New York

combined direct and indirect labor costs exceeded $3.50.

Again bearing in mind that in a section shop it is to be expected that the indirect labor cost will be greater than in a tailoring shop manufacturing a comparable garment, it is found that when the direct and indirect labor cost of the Cleveland section shop are combined, and when the same thing is done with the Kansas Coty section shop, the resulting total labor cost of each of these shops reaches a sum in excess of $3.50.

Summing up, it may be said of the $16.75 price group that the direct labor cost of the firms outside of the New York district bear a higher ratio to New York labor costs than in the lower price groups. In none of the firms studied outside New York, were the direct labor costs under $2.75. In the New York district, over half of the shops studied showed direct labor costs under $2.75.

Within this group, it is observed that the direct tailoring labor cost in the Boston tailoring shops ranges from $2.83 to $3.65, the variation being 30%; in the Seattle tailoring shops, the total of direct and indirect labor costs ranges from $3.06 to $3.89, the difference between these figures being over 25%.

In the above discussion, comparison have been made between New York firms and those in other cities. By reason of the narrower classifications of non-New York firms made possible by ascertaining their average sales prices, the above comments can be supplemented with the following comparison among the non-New York markets only, of firms selling garments in the $8.75, $12.75, $13.75 and $20.75 classes.

$8.75 Houses

Sixteen firms in this class, located in markets other than New York, were studied. The distribution of direct tailoring labor cost was as follows:

$1.00 to $1.25	4
1.26 to 1.50	3
1.51 to 1.75	3
1.76 to 2.00	2
2.01 to 2.25	2
2.26 to 2.50	1
2.51 to 2.75	1
	16

Five of the firms operated section shops. The direct labor cost in these section shops was lower in Baltimore than in Kansas City. The addition of indirect labor to the direct labor for the five section shops showed the same relative position.

Eleven tailoring shops in this price group were studied. The direct labor cost ranged from $1.36 to $2.48 (the latter figure being exclusive of a wage deficiency of approximately 3¢ per garment paid to the Code Authority), Baltimore and Los Angeles showing the lowest cost and Boston the highest. The Western markets of Portland and San

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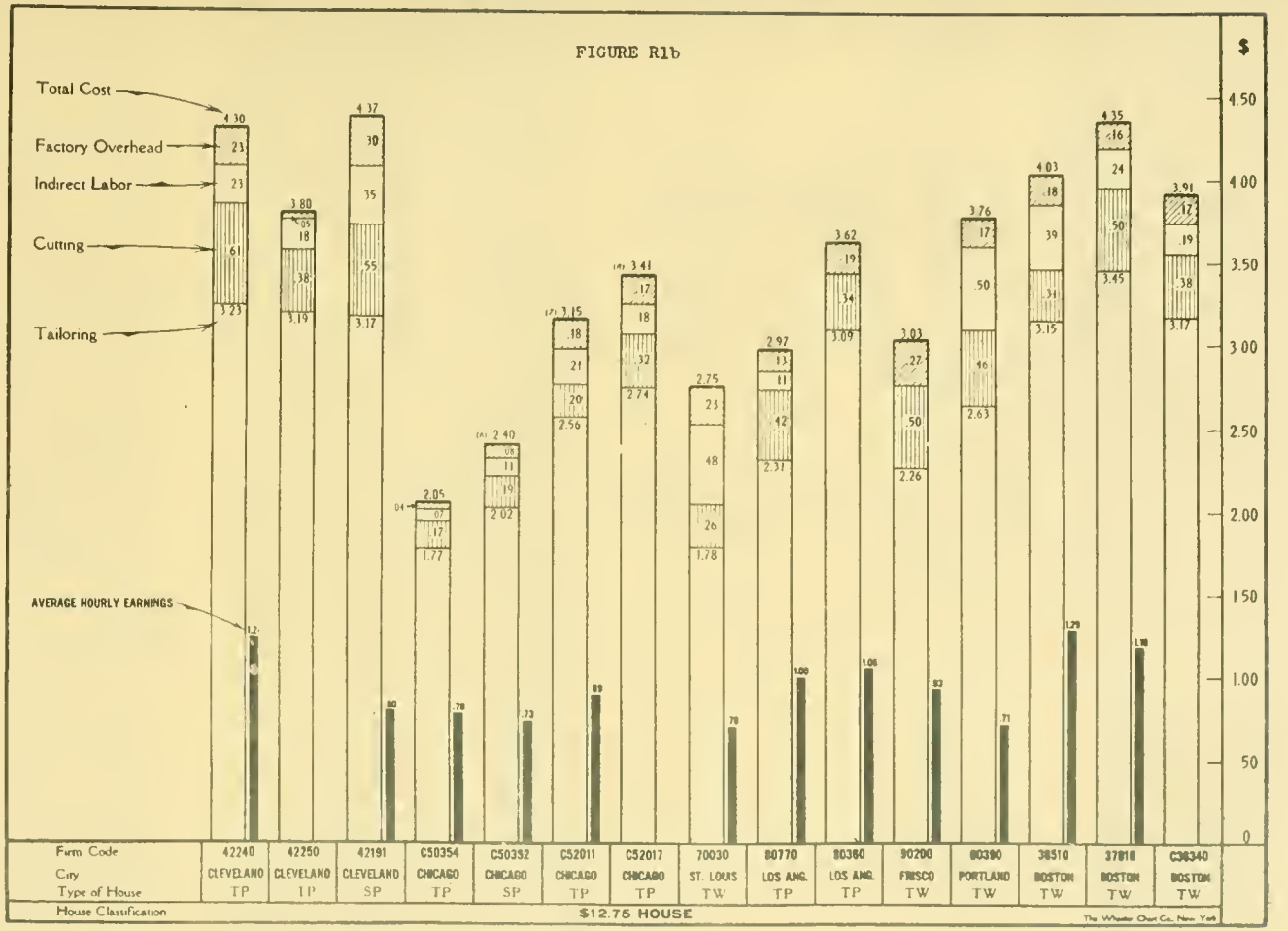
RUN-OF-SHOP COSTS IN VARIOUS MARKETS FOR THE SPRING SEASON, 1934, AND AVERAGE HOURLY EARNINGS FOR THE EIGHT WEEK PERIOD ENDED MARCH 31, 1934, BY INDIVIDUAL FIRMS

FIGURE R1b



S-Section Shop T-Tailor Shop W-Week Work P-Piece Work C-Preceeding a firm code number indicates a contractor

* Includes indirect labor costs as well as direct labor costs.

1. This figure must be supplemented by wage deficiencies paid to Code Authority-approximately 10% of direct labor cost.
2. " " " " " " " " " " " " " " " " " " 4¢ per garment.
3. " " " " " " " " " " " " " " " " " " 2¢ " "
4. " " " " " " " " " " " " " " " " " " 3¢ " "
5. " " " " " " " " " " " " " " " " " " 35¢ " "
6. " " " " " " " " " " " " " " " " " " 2¢ " "
7. " " may " " " " " assessment pending " " 5¢ " "
8. " " must " " " " " paid to Code Authority- " " 10¢ " "
9. " " " " " " " " " " " " " " " " " " 2¢ " "
10. " " " " " " " " " " " " " " " " " " 8¢ " "
11. " " " " " " " " " " " " " " " " " " 3¢ " "
12. " " " " " " " " " " " " " " " " " " 12¢ " "

Francisco occupied a middle position. Briefly, the Eastern markets showed the higher tailoring costs.

In addition to these variations in labor costs between markets, there was a further variation in each market between shop and shop. Thus, the Kansas City section shops showed a range of direct labor cost from $1.13 to $1.33, or a variation of over 15%; the San Francisco tailoring shops showed a range from $1.51 to $2.01, or a variation of 33-1/3%; the Baltimore tailoring shops from $1.46 to $2.21, or a difference of over 50%; the Philadelphia tailoring shops from $1.82 to $2.26 or a variation of approximately 25%.

$12.75 Houses

Fifteen firms in this class were studied. The distribution of direct tailoring labor cost was as follows:

$1.75 to $2.00	2
2.01 to 2.25	1
2.26 to 2.50	2
2.51 to 2.75	2
2.76 to 3.00	1
3.01 to 3.25	6
3.26 to 3.50	1
	15

Two of the above firms were section shops, one in Crawfordsville - a contract shop in a Chicago suburb - and one in Ravenna, a shop operated by a Cleveland manufacturer. The Cleveland direct labor cost was over one and one-half times the Chicago cost.

Thirteen tailoring firms were studied. The direct labor cost ranged from $1.77 in an Indiana contract shop of a Chicago jobber to approximately twice that sum in Boston. Chicago and St. Louis had the lowest direct labor costs - Boston and Cleveland the highest. One Chicago tailoring shop occupied an intermediate position in the range of direct labor cost - its cost being $2.56 exclusive of an estimated 5¢ per garment wage deficiency.

Within this price group, the range of direct labor cost in the Chicago tailoring shops was from $1.77 to $2.84 (included in the latter figure is the wage deficiency paid to the Code Authority) or a variation of 60%; the range in the Los Angeles tailoring shops was from $2.31 to $3.09, or a range of 33-1/3%; in the Boston tailoring shops, the range was from $3.15 to $3.45 or a range of approximately 10%.

It appears from this study that the middle west has both the lowest and the intermediate direct labor cost. The West Coast has an intermediate and higher cost. In both the section and the tailoring shops, the Cleveland firms have high costs.

$13.75 Houses

Seven tailoring shops located in three cities were studied. The

lowest direct labor costs were found in Los Angeles - the highest in Philadelphia. Boston occupied an intermediate position.

In the Los Angeles tailoring shops, the direct tailoring labor cost ranged from $2.87 to $3.23, or a variation of over 10%; in the Boston tailoring shops, the range was from $3.26 to $3.55 or a variation of approximately 10%.

$18.75 Houses

Six tailoring shops located in three cities were studied. The figures in this group do not indicate a correlation between cost and geographic location. St. Louis is highest as well as in a low position. Boston is in the lowest, middle and high positions.

In the St. Louis tailoring shops, the range was from $3.97 to $5.03, or a variation of over 25%; in the Boston tailoring shop, the range was from $3.41 to $4.71, or a variation of approximately 40%.

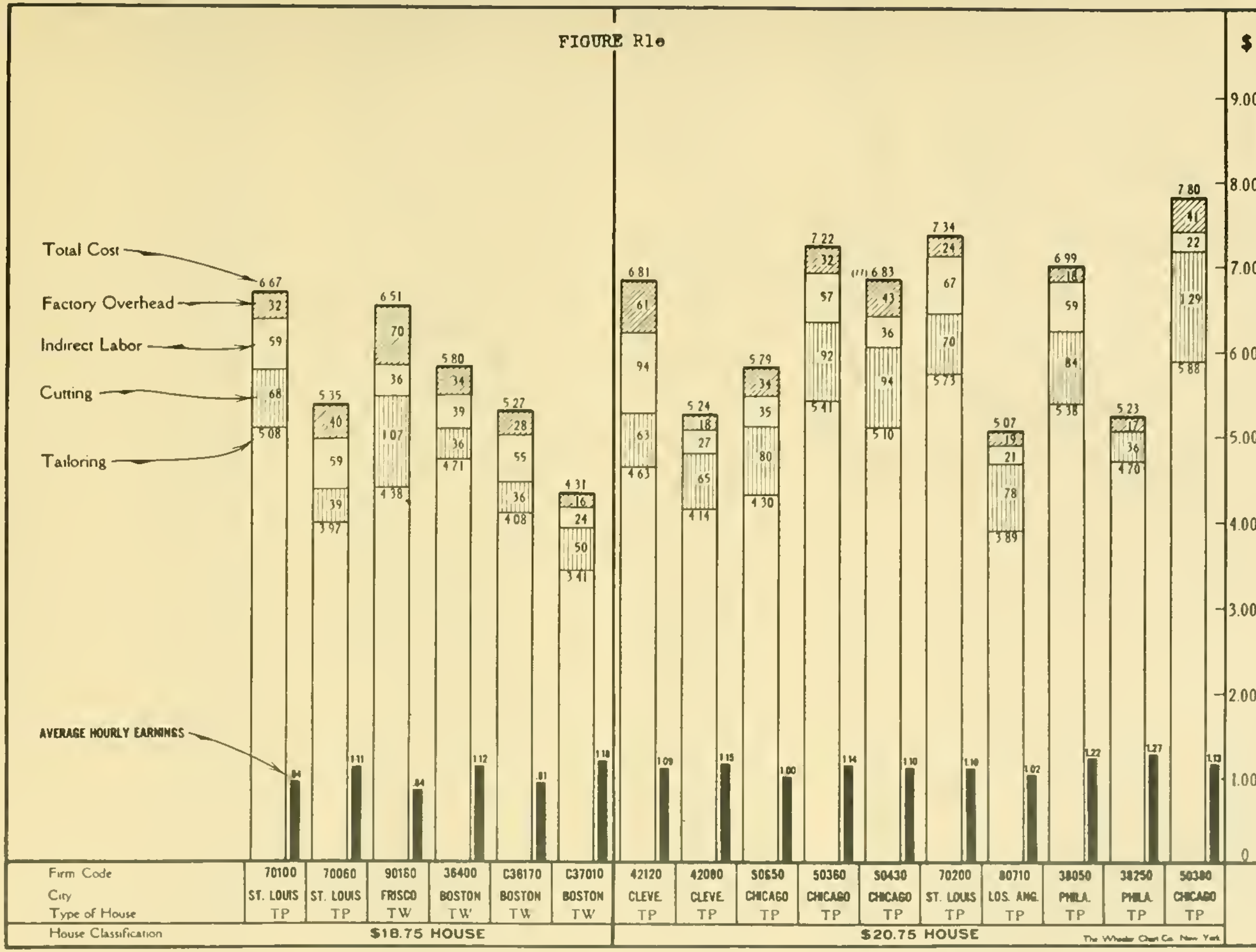
$20.75 Houses

Ten tailoring firms located in five cities were studied. Los Angeles showed the lowest direct labor cost at $3.89. Excluding the high-priced Chicago house, St. Louis showed the highest direct labor, the figure being $5.73. The Chicago costs show a wide range - its direct labor costs being in one shop $4.30, in another $5.10 and in a third $5.41.

Within this price group, the two Cleveland tailoring shops, having substantially the same price line, showed direct labor cost ranging from $4.14 to $4.63, or a variation of 12%; the Chicago tailoring shops showed direct labor cost ranging from $4.30 to $5.41, or a difference of approximately 25%; Philadelphia tailoring shops showed a range from $4.70 to $5.38, or a variation of approximately 15%.

RUN-OF-SHOP COSTS IN VARIOUS MARKETS FOR THE SPRING SEASON, 1934, AND AVERAGE HOURLY EARNINGS FOR THE EIGHT WEEK PERIOD ENDED MARCH 31, 1934, BY INDIVIDUAL FIRMS

FIGURE R1e



S-Section Shop T-Tailor Shop W-Week Work P-Piece Work C-Preceeding a firm code number indicates a contractor

* Includes indirect labor costs as well as direct labor costs.

1. This figure must be supplemented by wage deficiencies paid to Code Authority-approximately 10% of direct labor cost.
2. " " " " " " " " " " " " " 4¢ per garment.
3. " " " " " " " " " " " " " 2¢ " "
4. " " " " " " " " " " " " " 3¢ " "
5. " " " " " " " " " " " " " 35¢ " "
6. " " " " " " " " " " " " " 2¢ " "
7. " " may " " " " " assessment pending " 5¢ " "
8. " " must " " " " " paid to Code Authority- " 10¢ " "
9. " " " " " " " " " " " " " 2¢ " "
10. " " " " " " " " " " " " " 8¢ " "
11. " " " " " " " " " " " " " 3¢ " "
12. " " " " " " " " " " " " " 12¢ " "

Accountant's Explanatory Note

In studying "run-of-shop" costs in the markets visited by the Commission, particular attention was paid to direct and indirect tailoring and cutting costs and to shop overhead. Direct tailoring labor cost was defined as including operating or machine work, finishing or hand work and pressing. Direct cutting labor cost was defined as including actual wage cost of cutting as well as wages for grading fo patterns. Indirect labor, which was classified as between tailoring and cutting, included the following items: Foreman and/or instructors and assistants (including salary of person who gives out work); examiners or inspectors and/or assistants; factory clerical (pertaining to factory operation) if any; and any other employee who worked in the tailoring departments but who did not actually produce the garment.

Supplementing the classification was the instruction that indirect labor was not to include any cost of designing, selling, general administrative, stock or shipping.

Shop overhead was to include (a) rent - or where the building was owned by the operator of the factory, a portion of the building operation charges, (b) heat, light and power, (c) maintenance, repairs, machinist supplies, sweepers, etc. (d) any other expense properly classified as shop overhead by the manufacturer. Depreciation was not to be included.

Shop overhead was allocated to tailoring and cutting rooms on the basis of the area occupied by each of them. Shop overhead did not include any part of the rent, heat light, and power, etc. consumed by selling and shipping departments. Where executives', officers', owners' or partners' salaries were included in the cost figures in the questionnaire, the accountants were to indicate the caption under which they were included so that the reasonableness of such allocation might be verified.

Finally, the accountants were instructed that the Commission was interested in season figures only and that if the season tapered off or ended prior to April 30, 1934, direct and indirect labor and cutting costs were to be obtained up to the date when production was completed but overhead costs were to be obtained until April 30, 1934.

- - - - - - - - - - - -

B. COST OF MANUFACTURE OF A SPECIFIC GARMENT

While in the accountant's run of shop cost study, firms were compared according to their price ranges, the technical study of the cost of the identical garment was based on workmanship rather than on selling price. The same sport polo coat so far as style is concerned, was made in different plants in different cities in price ranges running all the way from $4.75 to $16.75 and even higher prices. The cost comparison of the specific garment was, therefore, made between shops putting substantially the same workmanship into this coat.

This workmanship was graded as to quality according to the established New York grades set forth in the grade book issued by the

New York Coat and Suit Labor Bureau, it being found upon very close examination of the quality specifications and the type of garments produced that the garments studied naturally fell into one of the New York grades with the following exceptions:

1. Four garments - two New York, one New Jersey and one Baltimore - are classified as Grade 1 Minus because of the exceptionally low quality in these garments, such low quality, however, being similar among these four.

2. Two garments - one New York and one Chicago - are classified as between Grades 2 and 3 (Grade 2-3) because of additional hand work in finishing, making its finishing work according to Grade 3, while the operating and pressing are according to specifications of Grade 2.

3. Nine garments - four Cleveland, two St. Louis, one Chicago, one Seattle and one Scranton - are classified between Grades 3 and 4 (Grade 3-4) because they have the finishing specifications of Grade 4 with the exception of machine-felled open bottoms - cloth and lining. These nine garments have percaline foundations in the fronts, sleeves, collar and lapels, thereby requiring additional operating. The pressing is substantially the same as Grade 3.

4. Two garments, both from Philadelphia, are classified between Grades 4 and 5 (Grade 4-5) because they have all the finishing specifications of Grade 4 with the addition of hand-felled fronts, but not sufficient other requirements for Grade 5.

To obtain the 51 shops used by Mr. Garvey in his comparison of cost of manufacture of the specific garment, it was necessary to visit 104 shops, to obtain the 14 shops submitted for New York City, it was necessary to visit 32 shops. The shops rejected either did not manufacture a comparable garment or worked on a week-work basis. Only two shops were found in New Jersey which manufactured the specific garment and whose cost could be accurately ascertained. Two markets are not represented, namely, San Francisco and Boston. These markets work on a week-work basis.

No studies of identical garments were made by the Commission above the price range of $16.75.

ANALYSIS OF PRODUCTION COSTS OF A SPECIFIC GARMENT IN VARIOUS MARKETS

Table G-1 presents a summary of the cost of production of a comparable garment in different markets together with the run of shop costs and earnings of workers in those shops.1/

Column 1 entitled "Grade Classifications" gives the classification of the garment according to the New York Grade Book.

Column 2 designates the firm according to a code number and the city in which the firm is located.

Column 3 entitled "Type of Shop" shows whether the shop is a section shop (S) or a so-called tailoring shop (T), a week-work shop (W) or a piece-work shop (P). By a tailoring shop is meant a shop system under which the garment, after having been cut into several parts, is assembled in the cutting room into one bundle. It is then taken to the tailoring department in which an individual worker is responsible for the completion of the entire operation in his craft; that is to say, a machine operator is responsible for all the machine sewing whether he does it all by himself or with the assistance of one or more helpers. The finisher is responsible for all the finishing, whether it is all done by himself or herself or with the aid of a helper.

By a section shop is meant a shop system under which, after a garment has been cut into several parts in the cutting room, the parts are assorted into several bundles which are distributed among several workers. Instead of having one operator do all the machine operating, each part is sewn by an individual machine operator who is skilled in this operation and is responsible solely for the operation he or she performs. The finishing is likewise divided among several hand sewers, each responsible solely for the operation he or she performs, such as felling edges, tacking linings, setting lining to coat, felling bottoms, sewing on buttons, etc.

The meaning of Columns 4 to 12 will appear from their respective headings.

Column 13 - selling price - gives the selling price of the comparable garment of each firm. As will be seen, the grade classification and the selling price do not always coincide; thus, the garments marked as Grade 1 are sold at $6.75 by the first five firms, $8.75 by the three following firms and $10.75 by the three remaining firms. They are all, however, comparable as to workmanship and therefore as to their labor cost and total shop cost.

Column 14 gives the "run-of-shop" cost; that is, the average shop cost for all the garments made in that shop during the Spring 1934 season. This cost is divided into two parts: (a) Direct Labor, corresponding to Column 8 for the individual garment, and (b) Total Shop Cost, corresponding to Column 11 for the individual garment.

1/ See Table G-1 in appendix. For convenience of the reader, a condensed table appears on p. 23.

TABLE G-2

CONDENSED SUMMARY OF COST OF PRODUCTION OF A SPECIFIC GARMENT AND OF RUN OF SHOP COSTS

(The complete table appears at the end of this section. The table below with the column numbers the same as in the complete table is printed here for convenience in following the text.)

P—Piece Work; W—Week-Work; S—Section Shop; T—Tailoring Shop.

1 Grade Classification	2 Firm and Location	3 Type of Shop	8 Total Direct Labor	11 Total Shop Cost	13 Selling Price	14 Total Run of Shop Cost
1 Minus 30	New York	T-W	.81	1.05*	5.50	1.07
1 Minus 15066	New York	T-W	.92	1.20*	6.75	2.89
1 Minus 38280	Camden	S-P	.90	1.35	4.75	1.34
1 Minus 40011	Baltimore	S-P	1.09	1.23	5.50	1.00
1 8090	New York	T-P	1.84	....	6.75	....
1	Hammondton, N.J.	S-P	1.28(4)	....	6.75	....
1 38092	Philadelphia ...	T-P	1.80	2.26	6.75	2.53
1 40131	Baltimore	T-P	1.54	1.76	6.75	1.81
1 40133	York, Pa.	S-P	1.20	1.46	6.75	1.48
1 40020	Baltimore	S-P	1.21(5)	1.44	8.75	1.34
1 40170	Baltimore	S-P	1.23	....	8.75	....
1 70170	Kansas City ...	S-P	1.43(6)	2.39	10.75	2.47
1 70110	Kansas City ...	S-P	1.49(7)	2.31	8.75	2.09
1 70010	Kansas City ...	S-P	1.54(8)	2.18	10.75	1.95
1 90040	Portland	S-P	1.91	2.45	10.75	2.34
2 2470	New York	T-P	2.25	....	10.75	....
2 8126	New York	T-P	2.43	....	8.75	....
2 3381	New York	T-P	2.96	....	8.75	4.28
2 2563	New York	T-P	2.85	....	10.75	....
2 3252	New York	T-P	2.70	....	10.75	....
2 303	New York	T-P	2.60	....	12.75	....
2 38261	Philadelphia ...	T-P	2.59	2.90	6.75	3.01
2 40160	Baltimore	T-P	2.18	2.39	10.75	2.57
2 90220	Portland	T-P	2.43	2.94	10.75	3.55
2 90340	Portland	S-P	2.36	3.09	10.75	3.34
2-3 3580	New York	T-P	2.29	....	10.75	....
2-3 50031	Chicago	T-P	2.42	2.77	10.75	3.41
3 8200	New York	T-P	4.05	....	10.75	....
3 3395	New York	T-P	3.44	....	12.75	3.69
3 7430	New York	T-P	4.20	...	16.75	....
3 52010	Chicago	T-P	2.70	....	10.75	....
3 50351	Chicago	T-P	2.60	2.99	13.75	3.15
3 42240	Cleveland	T-P	3.60	3.83	13.75	3.80
3 80410	Los Angeles ...	T-P	2.82	3.01	10.75	2.66
3 80040	Los Angeles ...	T-P	3.33	4.49	12.75	4.54
3 80170	Los Angeles ...	T-P	3.15	....	12.75	....
3 80770	Los Angeles ...	T-P	2.81	3.05	12.75	2.97
3 38160	Philadelphia ...	T-P	3.95	4.29	10.75	4.48
3 90470	Seattle	T-P	3.55	3.87	12.75	4.96
3-4 42080	Cleveland	T-P	4.68	5.13	16.75	5.24
3-4 42120	Cleveland	T-P	4 40	5.95	16.75	6.81
3-4 42210	Cleveland	S-P	3.81	4.42	16.75	4.21
3-4 42190	Cleveland	T-P	4.70	6.30	16.75	6.24
3-4 38180	Scranton, Pa....	S-P	3.85	...	16.75	....
3-4 90100	Seattle	S-P	3.40	4.11	16.75	5.60
3-4 70060	St. Louis	T-P	4.14	5.13	16.75	5.35
3-4 70200	St. Louis	T-P	4.07	4.74	16.75	7.34
3-4 5850	Chicago	T-P	4.15	....	14.75	....
4 3380	New York	T-P	4.40	....	16.75	....
4-5 38050	Philadelphia ...	T-P	5.44	6.21	16.75	6.99
4-5 38250	Philadelphia ...	T-P	4.96	5.13	16.75	5.23

(*)—Price paid to contractor.
(4)—Estimated additional cost per garment to bring workers up to minimum code wage rates—23 cents.
(5)—Estimated additional cost per garment to bring workers up to minimum code wage rates—30 cents.
(6)—Estimated additional cost per garment to bring workers up to minimum code wage rates—4 cents.
(7)—Estimated additional cost per garment to bring workers up to minimum code wage rates—15 cents.
(8)—Estimated additional cost per garment to bring workers up to minimum code wage rates—25 cents.

Grade "1 Minus" Coats

This coat was sold by the four firms appearing in the table at prices ranging from $4.75 to $6.75 but all reporting the same grade of workmanship. This group contains the only two shops working on a week-work basis that appear in this table since they are the only shops visited in New York City turning out a comparable garment in this grade. They were selected because of complaints of unfair competition made against these firms to the Commission on its visits to various centers.

Since these two New York shops are operated on a week-work basis their labor cost had to be estimated. It was possible to estimate the total direct labor cost accurately by deducting from the price paid to the contractor as shown on the books of the jobber (Column 12), 30% of the total direct labor cost allowed in the New York market for the contractor's overhead. This left 81 cents for direct labor to the first contractor and 92 cents to the second contractor. The allocation of the direct labor cost to operating, finishing, pressing and cutting was made by allowing the same percentages of direct labor for each craft as were found to exist in the two piece-work shops in the same grade.

As will be seen from Column 12, the two New York shops show labor costs lower than the two piece-work shops in Camden and Baltimore. In one of the shops, the sum received from the jobber for labor and overhead is considerably lower than that paid to other contractors by the same jobber for the same garment, and is apparently barely adequate to permit the payment of the Code minima. Another explanation for the low cost in the two New York contract shops is that both contract shops have specialized for years in childrens' coats which are turned out at great speed and low cost with apparently little regard for quality.

Owing to the time limit under which the Commission has been laboring, there was no opportunity to find other shops in New York in the same grade for study of comparative costs.

As will be seen from Column 11, the total shop cost of the Baltimore shop is about 10% lower than in the Camden shop. As both are section shops operated on a piece-work basis, and no other reasons which would account for the variation are in evidence, the difference is apparently due to the fact that Baltimore is operating under the Western scale while Camden is paying the Eastern rates.

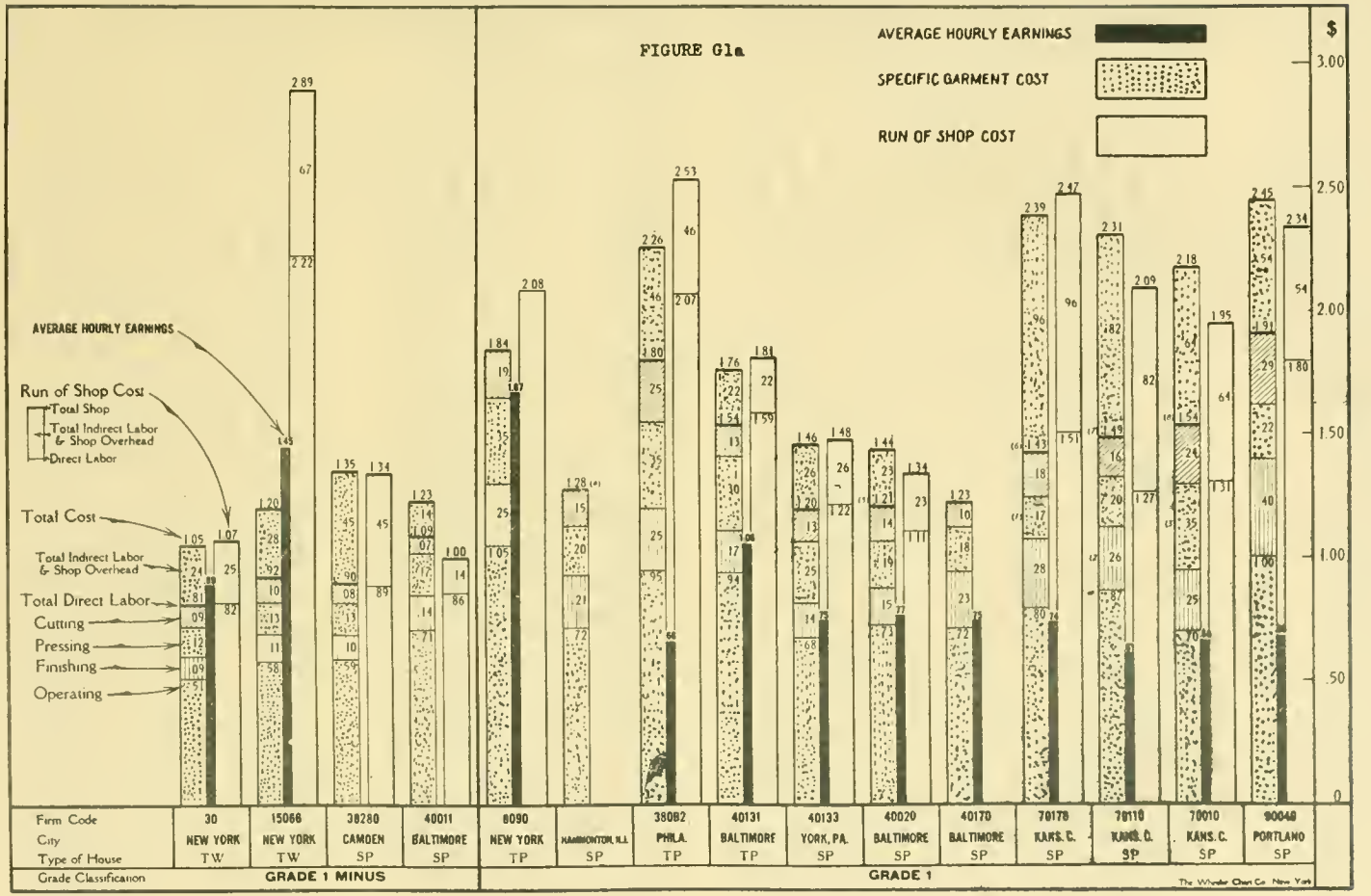
It is interesting to compare the labor cost for the individual garment with the run of shop cost (Column 14) in the same shops as obtained by the accountant of the Commission from the books of these concerns for the Spring 1934 season.

In the case of the first shop the $1.05 price paid to the contractor compares with the $1.07 run of shop cost. The total shop cost of $1.35 in the Camden shop compares with the $1.34 run of shop cost. The $1.23 Baltimore shop cost compares with $1.00 run of shop cost. The difference in this case is due to the fact that this concern was found violating the Code by paying less than the minimum rates, for which restitution has been made. This underpayment is reflected in the average run of shop cost for the season, whereas the $1.23 is the present price paid on the individual garment after the firm had increased in the month of May the wages paid to its employees.

COST OF PRODUCTION OF A SPECIFIC GARMENT IN DIFFERENT MARKETS IN COMPARISON WITH RUN OF SHOP COSTS

SHORTS TYPE POLO COAT-RAGLAN SLEEVES-MANNISH NOTCH ULSTER TYPE COLLAR PLAIN SIDE SEAMS-RAISED TOP SLEEVE SEAM-SEPARATE ALL AROUND CUFF-REGULAR WELT POCKETS-THREE HAND MADE BUTTON HOLES-ALL AROUND BELT-COLLAR FACINGS-ARM HOLES-TOP SLEEVE SEAM-CUFFS-POCKETS-AND BELT EDGE STITCHED

FIGURE G1a



T-Tailor Shop P-Piece Work W-Week Work

1. All hand pressing.
2. Includes additional hand work worth about 25¢.
3. High cost due to use of knitted fabric and interlining to prevent knitted fabric stretching.
4. Estimated additional cost per garment to bring workers up to minimum code wage rates- 25¢.
6. " " " " " " " " " " " " " " - 30¢.
8. " " " " " " " " " " " " " " - 4¢.
8. " " " " " " " " " " " " " " - 15¢.
7. " " " " " " " " " " " " " " - 26¢.
8. " " " " " " " " " " " " " " - 26¢.

In the case of the second New York shop, the relation between the individual cost and the run of shop cost is reversed, being $1.20 in the former case and $2.89 in the latter. This was found upon investigation to be due to the fact that the individual garment was sold by the firm at a loss in small quantities as a leader, while most of the other garments which were made in the shop were made at much higher cost, showing a total run of shop cost of $2.89 as actually ascertained from the books of the company.

Grade 1 Coats

Eleven shops in seven cities are covered in this class - eight of them working on the section system and three on the tailoring. The direct labor cost varies from $1.20 in the York Contract shop, working under the Western code scale for Baltimore, to $1.84 in the New York tailoring shop and $1.91 in a Portland tailoring shop. The York section shop shows a 14.8% lower unit cost than it had for a substantially similar garment at the time of the Baltimore investigation in January, 1934. It has been found in violation of the code because of the earnings of some of its workers being below the minimum. To what extent this has been adjusted, the investigators of the Commission have been unable to ascertain. Its lower cost may in part be due to the increase in efficiency of the workers since the shop had been in operation approximately eight months at the time of the January investigation and the additional five months which have elapsed since then may account for the added efficiency of the workers as well as of the management.

The first Baltimore shop (#40020) is estimated to have an additional cost of 30¢ per garment to make up for deficiencies in earnings of some of its workers which were found to fall below the minimum. This would bring the cost up to a total of $1.51. The second Baltimore shop (#40170) which shows a cost of $1.23 per garment is a highly sectionalized and efficient shop. Its workers have developed a degree of speed and skill which is unsurpassed in this type of work. The management is very alert to take advantage of any manufacturing economies offered by special machines and equipment. The third Baltimore shop, (#40131) a contract shop, operating on the tailoring system, shows the highest cost in that city, viz. $1.54.

The section shop at Hammondton, New Jersey, shows a direct labor cost of $1.28 to which should be added an estimated additional cost of 23¢ per garment to cover deficiencies* in wages of workers earning less than the minimum. It is interesting to note that while the firm complained of its difficulties in securing competent labor for its shop which had been set up less than six months before it was investigated, and the necessity of training the help and difficulties in developing its shop organization, it has been able to produce its first garments at the comparatively low cost of $1.51 (including the estimated additional cost to cover the deficiencies in earnings of inexperienced help.)

Turning to Kansas City, the lower difect labor cost shown - $1.43 - should be augmented by an estimated additional cost of 4¢ to allow for the deficiencies in earnings below the code minimum, (voluntarily added

(*) These deficiencies have since been paid to the workers.

to the workers' payrolls by the manufacturer) making a total cost of $1.47. The $1.49 cost should be augmented for the same reasons by 15¢*, making a total cost of $1.64 and the $1.54 should be augmented by 25¢*, making a total cost of $1.79. The first mentioned shop is the most efficiently managed shop in Kansas City. The costs in the other two shops reflect their relative efficiency.

The next higher cost is that of a Philadelphia contract shop which is operating on the tailoring system and shows a cost of $1.80. The New York inside shop, operating on the tailoring system, shows the higher cost of $1.84, while the highest cost of $1.91 is indicated for the Portland shop, although operating on the section system. The latter has the highest cost of any of the shops visited, apparently as a result of problems peculiar to this shop and not due to general market conditions.

By comparing columns 8 and 14, it will be seen that the run of shop direct labor costs for the different shops in the Grade 1 class coincide very closely with the direct labor cost for the individual garment. For shop #40131 in Baltimore, the direct labor cost of the individual garment was $1.54 as compared with the run-of-shop direct labor cost of $1.59; for shop #40133 in York $1.20 as compared with the run-of-shop cost of $1.22; for shop #70170 in Kansas City $1.47 as compared with run-of-shop cost of $1.51; for shop #90,040 in Portland $1.91 as compared with the run-of-shop cost of $1.80.

As the two costs - one for an individual garment and the other an average cost of a group of similar garments - were arrived at by different persons working independently and by different methods, this close agreement on costs is a strong indication of the accuracy of both sets of cost figures.

Grade 2 Coats

Ten shops are assembled in this grade, of which nine are tailoring shops and one, in Portland, a section shop. The lowest cost is again found in a Baltimore shop which, although operating on the tailoring system, has the advantage of the lower Western wage scale as against New York and Philadelphia. The lowest cost New York shop is a close second to Baltimore, although it, too, is operated on the tailoring system and on the higher New York wage scale.

The six New York shops in this grade show a range in direct labor cost from $2.25 to $2.96 per garment, (i.e. a variation of approximately 33-1/3%) which may be largely due to differences in efficiency and in bargaining power as between workers and employers under the piece-work system. The Philadelphia shop shows a cost of $2.59 which is in close agreement with and within the range of the New York costs. The two shops in Portland, one a section shop and the other a tailoring shop, show a close agreement in cost, which is $2.36 for the section shop and $2.45 for the tailoring shop.

Again the run-of-shop direct labor cost given in Column 14 is in close agreement with the direct labor cost for the individual garment. For the three New York shops whose run-of-shop costs are presented, it will be observed that each of the latter is within 10% of the direct

(*) These deficiencies have since been paid to the workers.

labor cost of the individual garment. The same is true of the Baltimore shop. For shop #38261 in Philadelphia, the two figures are within 5% of each other.

Grade 2-3 Coats

Grade 2-3 is represented by one New York shop and one Chicago shop, showing costs in close agreement with the Grade 2 costs analyzed above.

Grade 3 Coats

Twelve shops are assembled in this grade, all of them tailoring shops. Of these, three are located in New York City, two in Chicago, one in Cleveland, four in Los Angeles, one in Philadelphia and one in Seattle. The selling price of most of these garments ranges from $10.75 to $12.75 with the exception of one Chicago and one Cleveland shop selling at $13.75 and one New York shop selling at the price of $16.75.

The lowest costs in this grade are found in Chicago, being $2.60 for one shop and $2.70 for the other. The next higher level of costs is that for two shops in Los Angeles - with costs of $2.81 and $2.82 respectively. The other two Los Angeles shops show costs of $3.15 and $3.33 respectively. This range of $.52 between the lowest and highest direct labor costs in the four Los Angeles shops represents a natural variation which can be accounted for by differences in piece rates for the different operations, attributable to the relative bargaining power of the respective parties, as well as to the different conditions prevailing in the four shops. The variation between the Los Angeles shop having the lowest direct labor cost and the one having the highest, is thus seen to be 18⅔%.

The next higher cost is $3.55 in a Seattle shop, which is natural because of the smaller quantities which are cut in Seattle, resulting in higher cutting costs. The cost in Cleveland is only $.05 higher, being $3.60, while the three New York shops show costs varying from $3.44 to $4.20 which are the highest costs in this grade of garment. The range within the New York market is 22%.

The run-of-shop direct labor costs shown in Column 14 again indicate close agreement with the individual garment direct labor costs given in Column 8. For shop #42240 in Cleveland, there is a variation of only 3¢ between the two; for shop #80770 in Los Angeles, the variation is only 8¢. There is a variation of 5% between these figures for shop #38160 in Philadelphia and of approximately 6% for shop #50351 in Chicago.

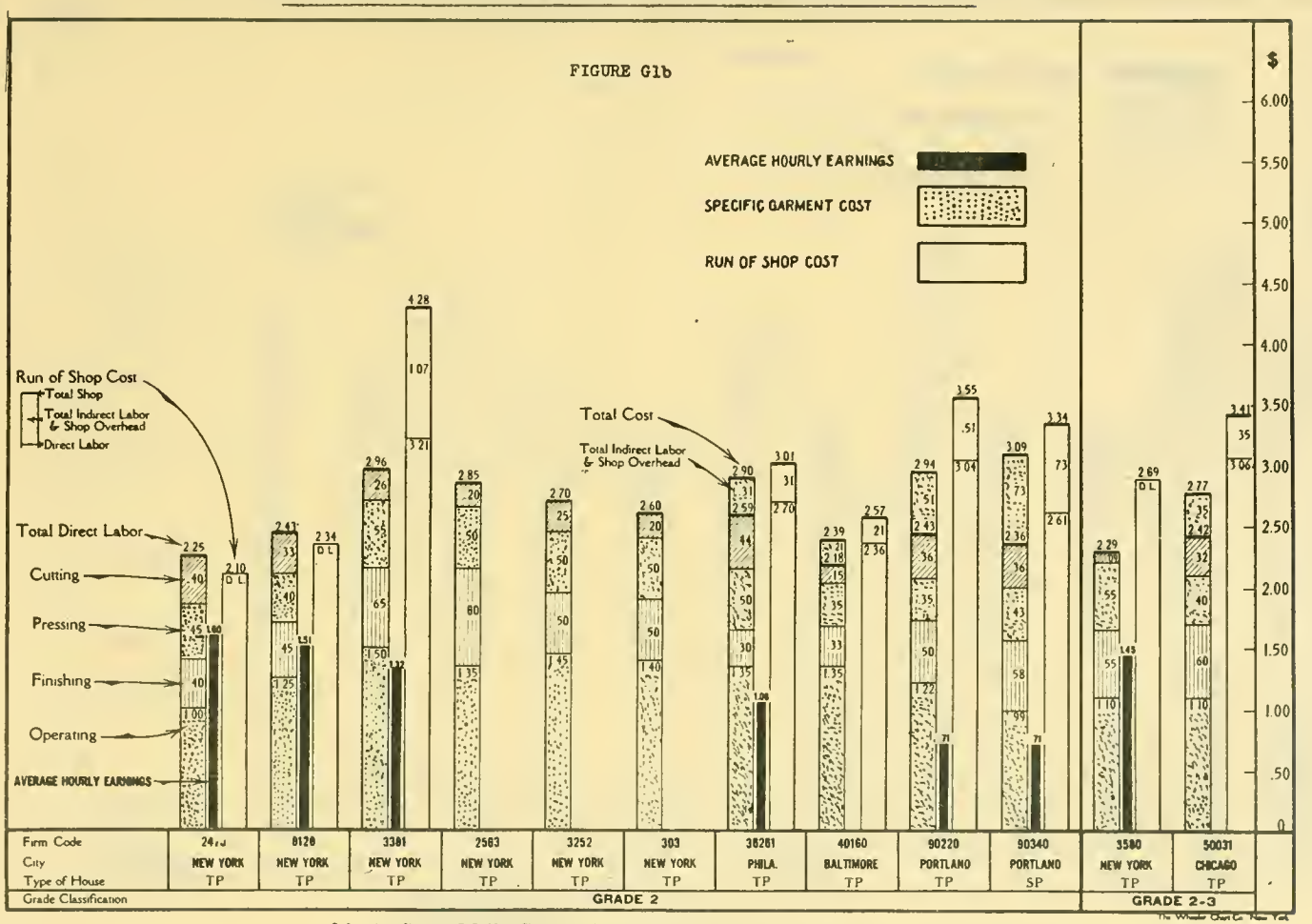
Grade 3-4 Coats

This grade is represented by nine shops, six operating on the tailoring system and three on the sectional system. Of these, four are in Cleveland, two in St. Louis and one each in Scranton, Seattle and Chicago. The lowest cost for this grade happens to be in a Seattle shop which was especially insistent on lower wage arrangements. It must be added, however, that this firm has been charged with code violations and it is difficult to determine what its cost would be if it

COST OF PRODUCTION OF A SPECIFIC GARMENT IN DIFFERENT MARKETS IN COMPARISON WITH RUN OF SHOP COSTS

SPORTS TYPE POLO COAT-RAGLAN SLEEVES-HANDISH NOTCH ULSTER TYPE COLLAR PLAIN SIDE SEAMS-RAISED TOP SLEEVE SEAM-SEPARATE ALL AROUND CUFF-REGULAR WELT POCKETS-THREE HAND MADE BUTTON HOLES-ALL AROUND BELT-COLLAR FACINGS-ARM HOLES-TOP SLEEVE SEAM-CUFFS-POCKETS-AND BELT EDGE STITCHED

FIGURE G1b



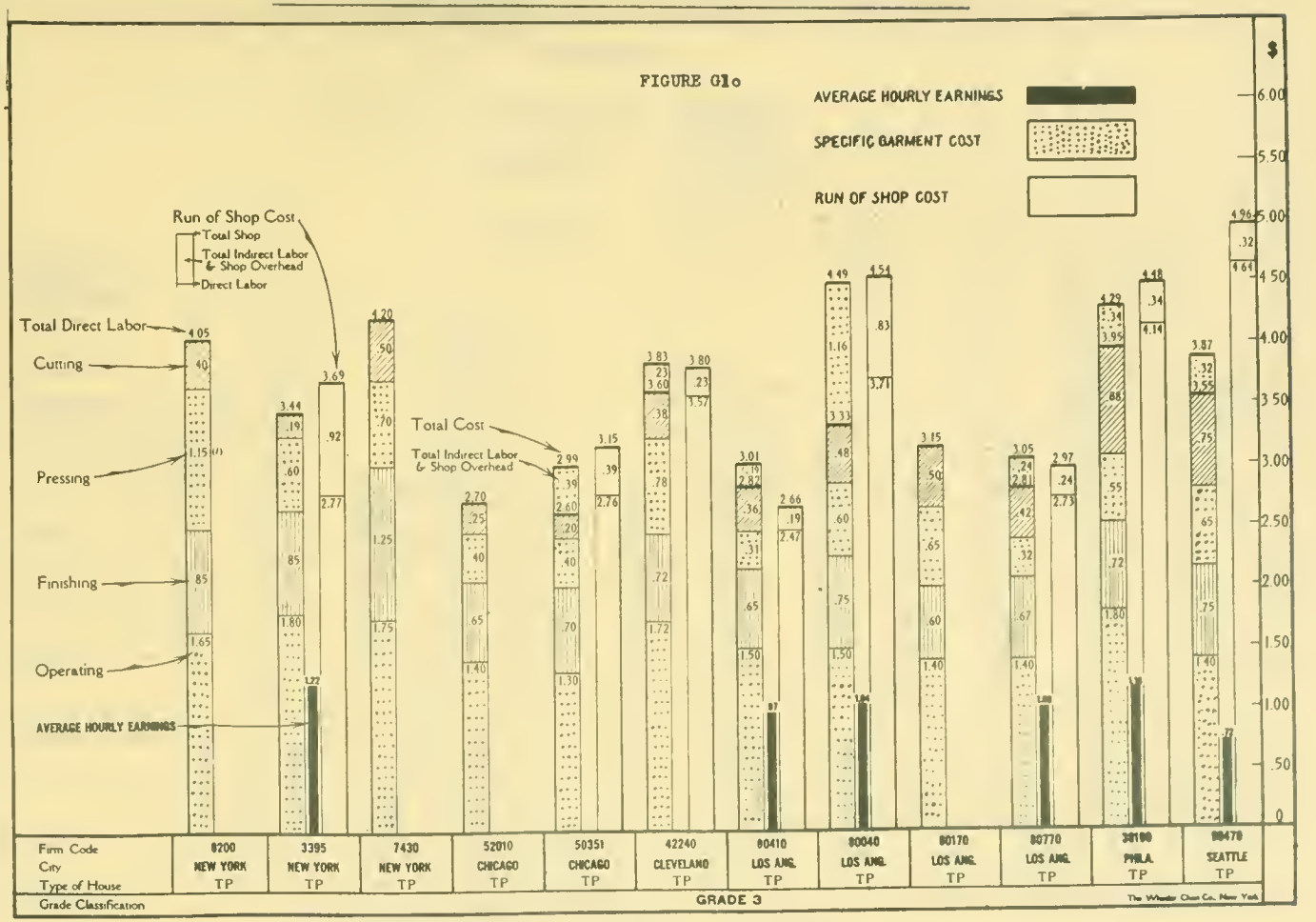
S-Section Shop T-Tailor Shop P-Piece Work W-Week Work

1. All hand pressing.
2. Includes additional hand work worth about 25¢.
3. High cost due to use of knitted fabric and interlining to prevent knitted fabric stretching.
4. Estimated additional cost per garment to bring workers up to minimum code wage rates- 23¢.
5. " " " " " " " " " " " " " " " - 50¢.
6. " " " " " " " " " " " " " " " - 4¢.
7. " " " " " " " " " " " " " " " - 15¢.
8. " " " " " " " " " " " " " " " - 25¢.

COST OF PRODUCTION OF A SPECIFIC GARMENT IN DIFFERENT MARKETS IN COMPARISON WITH RUN OF SHOP COSTS

SHORTS TYPE POLO COAT-RAGLAN SLEEVES-MANNISH NOTCH ULSTER TYPE COLLAR PLAIN SIDE SEAMS-RAISED TOP SLEEVE SEAM-SEPARATE ALL AROUND CUFF-REGULAR WELT POCKETS-THREE HAND MADE BUTTON HOLES-ALL AROUND BELT-COLLAR FACINGS-ARM HOLES-TOP SLEEVE SEAM-CUFFS-POCKETS-AND BELT EDGE STITCHED

FIGURE G1o



S-Section Shop T-Tailor Shop P-Piece Work W-Week Work

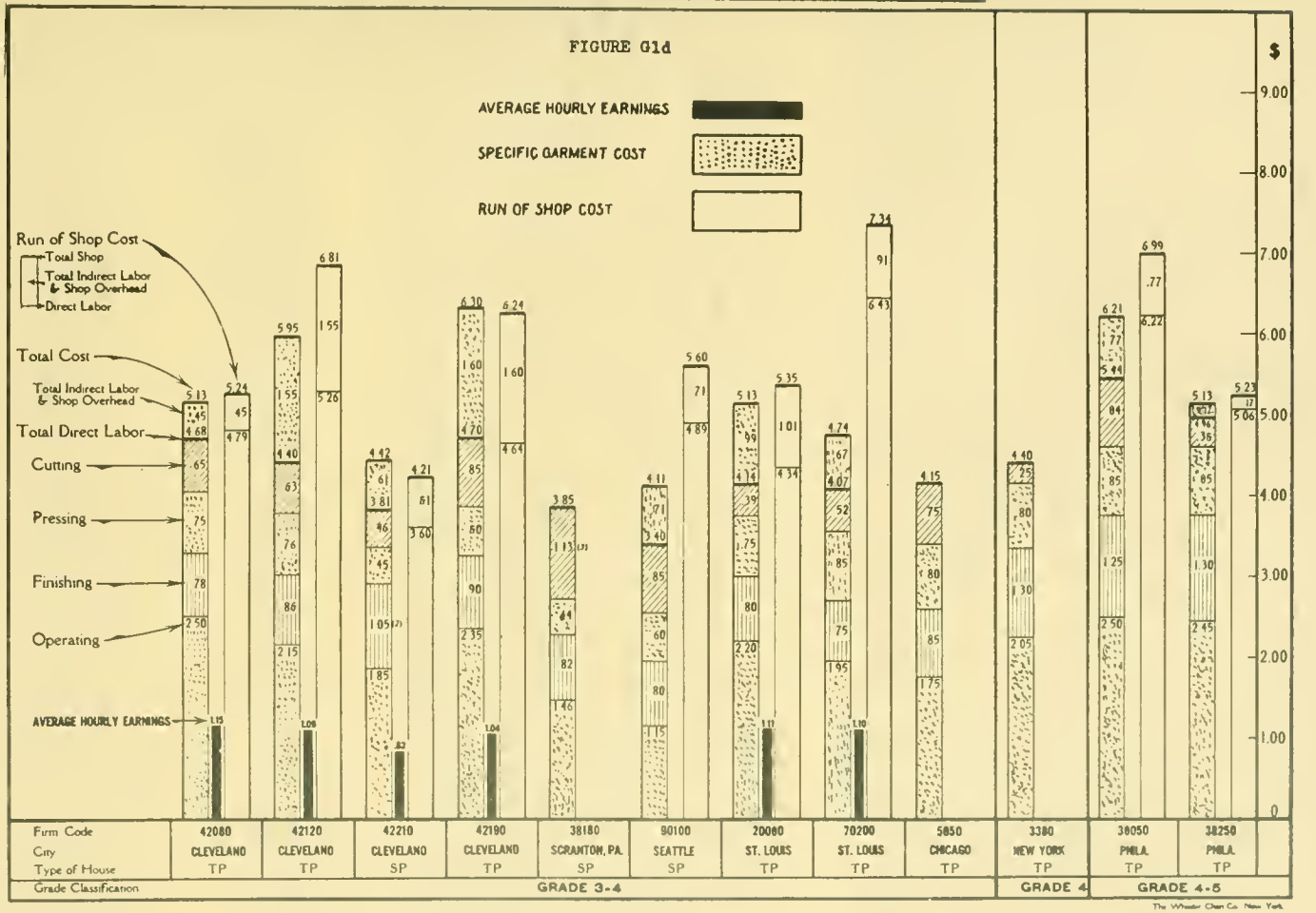
1. All hand pressing.
2. Includes additional hand work worth about 25¢.
3. High cost due to use of knitted fabric and interlining to prevent knitted fabric stretching.
4. Estimated additional cost per garment to bring workers up to minimum code wage rates- 23¢.
5. " " " " " " " " " " " " " " " - 80¢.
6. " " " " " " " " " " " " " " " - 4¢.
7. " " " " " " " " " " " " " " " - 18¢.
8. " " " " " " " " " " " " " " " - 28¢.

COST OF PRODUCTION OF A SPECIFIC GARMENT IN DIFFERENT MARKETS IN COMPARISON WITH RUN OF SHOP COSTS

SHORTS TYPE POLO COAT-RAGLAN SLEEVES-MANNISH NOTCH ULSTER TYPE COLLAR PLAIN SIDE SEAMS-RAISED TOP SLEEVE SEAM-SEPARATE ALL AROUND CUFF-REGULAR WELT POCKETS-THREE HAND MADE BUTTON HOLES-ALL AROUND BELT-COLLAR FACINGS-ARM HOLES-TOP SLEEVE SEAM-CUFFS-POCKETS-AND BELT EDGE STITCHED

9821

FIGURE G1d



The Wheeler Chart Co. New York

S-Section Shop T-Tailor Shop P-Piece Work W-Week Work

1. All hand pressing.
2. Includes additional hand work worth about 25¢.
3. High cost due to use of knitted fabric and interlining to prevent knitted fabric stretching.
4. Estimated additional cost per garment to bring workers up to minimum code wage rates- 23¢.
5. " " " " " " " " " " " " " " " - 30¢.
6. " " " " " " " " " " " " " " " - 4¢.
7. " " " " " " " " " " " " " " " - 16¢.
8. " " " " " " " " " " " " " " " - 25¢.

paid the full rates called for in the minimum scale of the code. The next higher cost - $3.81 - is shown by a Cleveland shop, operating on the sectional system and probably one of the most efficient in the country. This shop shows the lowest cost in the United States for this grade of product, outside of Seattle, in spite of the fact that its finishing cost of $1.05 is the highest of all the shops in that grade because of additional hand work which is worth about $.25. The other Cleveland shops, operating on the tailoring system and under union control, show costs varying from $4.40 to $4.70. The non-union sectional shop in Scranton, Pa., shows a cost of $3.85 which is very close to the lowest sectional non-union shop in Cleveland. This shop would show a considerably lower cost if its cutting cost of $1.13, which is the highest of any of the shops in this group, did not provide for a knitted fabric, (which is more difficult to handle on a cutting table), and for an interlining (used to keep the knitted fabric from stretching,) which is cut separately. The two shops in St. Louis, both operating on the tailoring system, show a higher cost of $4.07 and $4.14 which compares well with the tailoring shop in Chicago, showing a cost of $4.15.

The individual direct labor costs in this grade check closely with the run of shop direct labor costs in Column 14. In shops #42080, 42210 and 42190 in Cleveland, the variations are only 11¢, 21¢ and 6¢ respectively. In Cleveland shop #42120 the difference between the run-of-shop direct labor cost of $5.26 and the individual garment direct labor cost of $4.40 is accounted for by the fact that the average selling price of the garments made in that shop is $19.70 as against $16.75 for the individual garment. The wide divergence between the run-of-shop cost of $6.43 and the individual garment cost of $4.07 for the second St. Louis shop is in part explained by the higher average selling price of the garments manufactured in that shop, viz., $21.91 as against the $16.75 price of the individual garment.

Grade 4 Coats

Only one shop located in New York City appears under that grade and its total direct labor cost of $4.40 falls within the range of costs of the shops in the 3-4 grade.

Grade 4-5 Coats

This grade is represented by two Philadelphia shops whose total direct labor cost for the individual garment is $4.96 and $5.44 respectively. The $4.96 cost compares very closely with the $5.06 run-of-shop cost, while there is a greater divergence between the $5.44 individual cost and the $6.22 run of shop costs, although this divergence is not very great when the average selling price of $23.30 for the garments made in that shop is compared with the selling price of $16.75 for the individual garment.

CONCLUSION

Summing up the cost study of the individual garment, it may be said that Baltimore leads in low cost for garments of the first and second grade represented by the price ranges of $6.75 to $10.75; that

Kansas City is a close second in the same price range; that in Grade 3, represented chiefly by the price range of $10.75 to $12.75, all the shops being operated on the tailoring system, Chicago is in the lead, followed closely by Los Angeles and that regardless of price range, the section shops which have good management tend to show lower costs than tailoring shops irrespective of the city and area in which they are located.

The Commission is not unmindful of the fact that a comparatively limited number of shops, particularly for the metropolitan district of New York, has been presented in this cost study. This is due to the time limitations imposed upon the Commission.

However, in view of the close agreement of the results of the two independent cost studies conducted by the Commission, it believes that amplification of the field of study would only have added to the volume of the data without affecting the net results.

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NOTE ON NEW JERSEY COSTS

A study of New York's production costs is incomplete without including costs for New Jersey contract shops working for New York jobbers. An effort was made to ascertain these costs but it proved impossible chiefly because at the time of the investigation most of the shops were closed because of lack of work, while the shops visited had not worked on the coat represented by the specific sample, or worked by the week.

A statement with regard to lack of enforcement of the wage provisions of the code in the State of New Jersey and its effect on costs will be found on Page 90 of Section 7.

SECTION III.

THE SUPPLY OF LABOR IN THE MARKETS

It was represented to the Commission by the manufacturers from practically all of the Western markets, and from the satellite towns in the Eastern area, that the supply of labor, especially of skilled labor, was inadequate. It was repeatedly asserted by employers that they were unable, particularly at the peak of the season, to secure an adequate supply of experienced labor. In reply to this contention it was urged by representatives of the Union that insofar as shops so located were sectionalized, labor possessed of the kind of skill involved in the ability to make a complete garment, no longer was requisite, and that what was required was a type of labor more or less skilled in the sense that it is able to work with speed upon relatively simple and specialized operations in the making of a garment. The supply of such labor, the Union men contended, was everywhere abundant -- even super-abundant. The representatives of the Union contended, furthermore, that there were at hand for the staffing of tailoring shops adequate supplies of labor skilled in the making of complete garments. This, they insisted, was particularly true of the old, long-established coat and suit centers in New York, Boston, Philadelphia, Baltimore, Chicago, Cleveland and St. Louis, and even in the transplanted tailoring market in Los Angeles. Any shortages of craft-skilled labor that employers may have found in the newer markets in Kansas City, San Francisco, Portland and Seattle, were due, the Union men contended, to the fact that the skilled craftsmen had gone into other industries because the employers in the coat and suit industry in these centers would not pay them the wages of full-fledged craftsmen.

It is important to note that the kind of labor required in the coat and suit industry turns very largely upon the system of production followed in the work-shop. The development of the sectionalized shop, largely irrespective of its location, results in making available to the employer a type of labor which would be quite inadequate for an establishment which operates on the tailoring basis. The latter type of shop requires labor equipped with the ability to make a complete garment. It requires, in other words, craft skill of the traditional sort. To the extent, therefore, that the firms in any market are sectionalized, with the result that each worker makes only a very small part of the garment, it becomes much less imperative, if not entirely unnecessary, to secure highly skilled craftsmen for the work. What is needed, is a type of labor, whether it be called skilled or semi-skilled, which has the ability to perform a particular operation according to instruction, and with the requisite speed.

In the light of these considerations, it would seem not unfair to consider that the presence in any market of considerable numbers of workers in other needle trades would provide an appropriate supply of labor, at least for the sectionalized shop. In Table H 14a, we present statistics which should facilitate the formulation of conclusions on this subject. The figures indicate, for each market area, the total number of needle workers reported by the Federal Population Census, together with the number of workers in the Coat and Suit Industry, as reported for March, 1934, in the enforcement officers' reports to the Coat and Suit Code

Authority. The figures in the first column, representing the number of needle workers in the several areas, include workers in the following industries:

Coats and suits
Overalls
Shirts, collars and cuffs
Corsets
Felt hats
Gloves
Tailors
Dressmakers and
Other clothing.

In the third column, are given the ratios of needle workers to coat and suit workers. These ratios, indicating the number of needle workers in the different localities to one worker in the Coat and Suit industry,

TABLE H - 14a

Numbers of Needle Workers in Various Market Areas Compared with Numbers of Workers in the Coat and Suit Industry.

	Total Needle Workers(*)	Workers Coat & Suit Industry(***)	No. of Needle Workers to One Worker in Coat & Suit Industry
New York City	194,869	42,604(**)	4.6
N. Y. State (Excl. N. Y. City)	58,356)		
Connecticut	19,162)	2,342	54.3
N. J. (Excl. Camden)	44,152)		
Boston	11,302	550	20.4
Philadelphia & Camden		1,254(**)	29.8
Baltimore	19,672	1,024	19.2
Cleveland	11,618	2,141	5.4
Chicago	40,446	1,186	34.1
Kansas City	4,294	505	8.5
St. Louis	11,181	474	23.6
Los Angeles	14,945	1,272	11.8
San Francisco	6,976	580	12.0
Portland	2,462	411	6.0
Seattle	2,937	175	16.8
		53,420	

(*) From Table H-14b Needle Workers include the following industries: Coat and Suit, Shirts, Collars & Cuffs, Overall, Corsets, Fetlt Hats, Gloves, Other Clothing, Tailors, Dressmakers.
(**) Partly Estimated.
(***)Workers in March 1934.

may serve as a rough measure of the available labor supplies in the different markets. It will be observed that the ratios range from about 54 needle workers to one coat and suit worker in up-State New York, Connecticut and New Jersey, down to a minimum ratio of about 5 to 1 in New York City and in Cleveland, Ohio. It will be seen, therefore, that in all of the markets except Cleveland, the ratios of workers in other needle industries to workers in the Coat and Suit industry, are higher than in New York. In every market except Cleveland, Portland and Kansas City, they are very much higher. It should be noted, however, that the highest ratio of all is that for the territory surrounding New York City.

The market totals of Table H-14a are broken down some-what in Table H-14b, the whole of which has been assembled from the Federal Census of Population for 1930, references to which are attached to the table.

The figures reporting the number and percent of the needle workers in the several markets who were unemployed on April 1st, 1930, are suggestive. April 1st is in the busy season of the Coat and Suit industry. The number of unemployed needle workers on April 1, 1934, probably was not less than it was in 1930. At any rate, it seems highly probable that in April last there were in many of the coat and suit markets large numbers of persons, with experience in the needle trade, among them presumably many male tailors, female dressmakers and male and female clothing operatives.

It is significant, in view of the type of labor employed in section-work shops, that more than half of the clothing operatives are women. The figures for "Tailors", of course, probably represent male workers almost entirely. Some idea of the available supplies of labor in classified age groups is given for each market area in Table H-14c (*), the second part of which shows the per cent distribution of each market supply.

A word may be said of the relation of labor supply to sectionalization of the market. It has been suggested that to the extent that any market is considerably sectionalized, it has the less ground for complaint of inadequate labor supply, so long as there are resident in that market considerable numbers of men, and especially, women workers attached to other needle trades. Reference to Table H-14a shows that Kansas City, sectionalized 93%, has at hand eight needle workers to every coat and suit worker in the market, a ratio slightly in excess of that for New York City, which is only 7% sectionalized; that St. Louis, 64% sectionalized, has at hand twenty-four needle workers to each coat and suit worker; that Cleveland, 48% sectionalized, has at hand five needle trade workers to each coat and suit worker, and that Baltimore, 35% sectionalized, has at hand nineteen needle workers to each coat and suit worker. In the markets which are primarily on the tailoring basis, the ratios of needle workers to coat and suit workers are as follows: Bost 20 to 1, Philadelphia 30 to 1, Chicago, 34 to 1, San Francisco and Los Angeles, 12 to 1 and Seattle, 17 to 1.

(*) See appendix.

Table H 14b

Number of Needle Workers in Various Market Areas, April 1, 1930*.

City or State	Clothing Operatives			Tailors	Dressmakers (Not in Factory)	Total Needle Workers	Unemployed Operatives	
	Male	Female	Total				Number	%
1	2	3	4	5	6	7	8	9
New York City	64,677	76,525	141,202	41,824	11,843	194,869	18,642	13
New York (exc. N. Y. C.)	9,782	28,275	38,057	11,460	8,389	58,356	3,963	10
Connecticut	6,893	8,328	15,221	2,377	1,564†	19,162	1,774	12
New Jersey (exc. Camden)	7,272	23,723	30,995	8,188	4,969	44,152	3,424	11
Boston	1,526	4,205	5,731	3,944	1,527	11,202	653	11
Springfield	....	....	750†	250†	160†	1,160†	75†	..
Worcester	185	1,052	1,237	350†	240†	1,827	167	13
Philadelphia and Camden	8,821	13,596	22,417	11,402	3,546	37,365	2,941	13
Scranton	....	....	700†	200†	130†	1,030†	70†	..
Baltimore	3,059	9,033	12,092	5,651	1,929†	19,672	546	5
Cleveland	1,467	5,730	7,197	3,205	1,216	11,618	820	11
Cincinnati	988	2,388	3,376	2,579	700†	6,655	261	8
Toledo	163	850	1,013	600†	320†	1,933	91	9
Chicago	6,721	14,128	20,849	14,739	4,858	40,446	2,049	10
Minneapolis and St. Paul	585	3,215	3,800	1,437	1,722	6,961	283	7
Kansas City, Mo.	265	2,468	2,733	705†	856	4,294	153	6
St. Louis	1,645	6,241	7,886	1,718	1,577	11,181	892	11
Los Angeles	1,269	6,598	7,867	3,311	3,767	14,945	560	7
San Francisco	582	2,211	2,793	2,375	1,808	6,976	155	5
Portland	132	873	1,005	659†	798†	2,462	130	13
Seattle	156	1,327	1,483	715	739†	2,937	60	4
Total above cities			328,854	117,689	52,658	499,201	37,709	11

*Based on U. S. Census of Population, 1930, Vol. II Unemployment Table 5. †Estimated.

It may very well be true that the manufacturers, especially those running section work-shops, tend to overstree the necessity for craft skill in the local labor supply on which they depend. For the section shop certainly it is not vital to staff the shop with tailors.[1] It would seem that the most that the proprietor of such a shop could, in reason, ask is for an adequate supply of competent workers with experience in one of the related needle trades. Indeed, Mr. Ellis, of the Independent Cloak Company, Inc. of New Britain, Conn., speaking at the New York hearings before this Commission, stated that his company was prepared to take "female help with no experience, usually from the metal industries, the hardware industries . . . " and "through constant teaching and effort" to teach these workers one single operation and develop adequate productivity in a few months.[2]

1/ Even the predominantly tailoring markets, Boston, Philadelphia, Chicago, Los Angeles, Portland and Seattle, cannot fairly be said to be wholly dependent upon unskilled or semiskilled labor. In addition to large numbers of dressmakers and clothing workers shown by the Census statistics to be resident in those cities, there are, or at any rate, were in 1930, thousands of tailors resident in them.

2/ Transcript of hearings in New York, June 27, 1934 at p. 9.

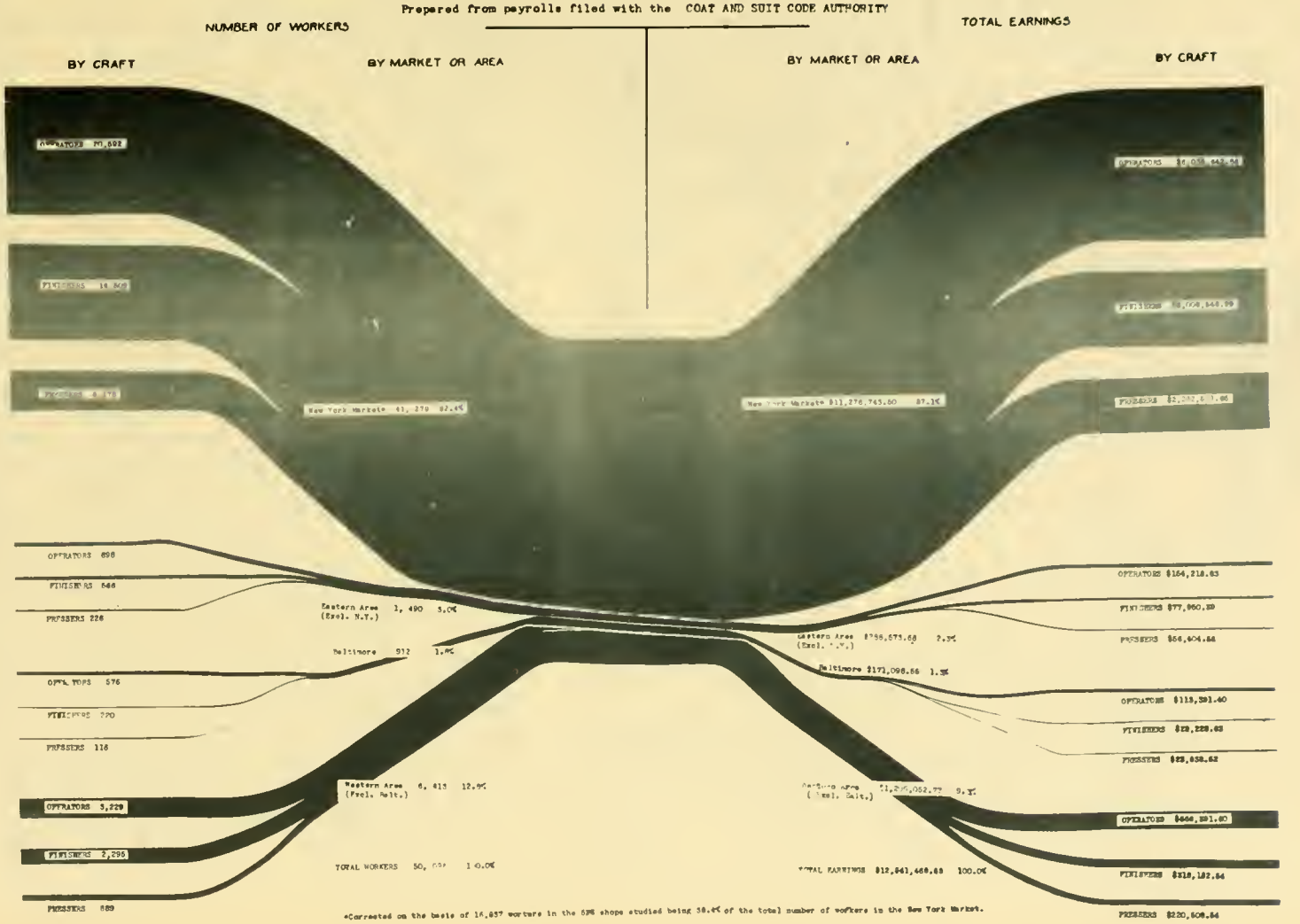
FIGURE A

AVERAGE NUMBER OF WORKERS AND THEIR EARNINGS

FOR THE PERIOD COMMENCING FEBRUARY 5, 1934, AND ENDED MARCH 31, 1934.

BY MARKET AND BY CRAFT

Prepared from payrolls filed with the COAT AND SUIT CODE AUTHORITY



*Corrected on the basis of 16,857 workers in the 698 shops studied being 38.4% of the total number of workers in the New York Market.

SECTION IV.

WAGE STATISTICS

A. EARNINGS OF EMPLOYEES

The wide margins of difference between the levels of earnings of the workers in the coat and suit industry in the various market areas, as well as between major crafts are revealed in the figures of Table B-1, which shows the average hourly earnings in each market of cutters, operators, finishers, and pressers, of the four crafts combined and for all employees on payrolls (i.e., including floor help and other non-manufacturing workers.) All of the figures which are broken down by craft are based upon payroll returns covering all market areas, for the week ended March 9, 1934. (*) The figures in the last three columns are based upon a payroll analysis of the out-of-town markets for the same week. Examination of the totals shows that the hourly earnings of workers in the Western area are considerably lower than the earnings of those either in the Eastern area or New York City. Except for Chicago and Los Angeles, the earnings of workers in the Western area appear to be on a level, roughly 25% lower than the earnings of their fellow-workers in the Eastern area, and some 40% lower than the earnings of New York City workers. Earnings in Boston and Philadelphia which, apart from the New York market area (**) make up the Eastern area, are on a level intermediate between Western area earnings and those of New York City.

As noted, among the cities in the Western area, Chicago and Los Angeles appear to provide their workers with earnings more nearly approaching those received in Boston and Philadelphia. No data are at hand to show the earnings of the several crafts in the suburban areas adjacent to Boston and Chicago. However, general averages are given for these areas for all classes of employees combined, and sub-divided only as to sex. They indicate in striking fashion the enormous differences in earnings that exist between metropolitan centers and the outlying districts surrounding them. Thus the average hourly earnings of coat and suit employees in the Chicago suburbs were 73¢ an hour, while in Chicago proper they were $1.05 an hour. The corresponding figures for Boston are: Boston suburbs 84¢ an hour; Boston proper $1.03 per hour. Further illustration of the relatively low earnings in suburban as compared with urban areas is found in the earnings figures derived from a

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(*) Except that the figures for the New York market area in the second and third lines are for the eight-week period from Feb. 5 to March 31, 1934.

(**) New York City, up-State New York, New Jersey and Connecticut, except that the few shops in southern New Jersey, including one large shop in Camden, are not included.

TABLE B-1

Sec. 4-J. 12

COMPARATIVE TABLE SHOWING AVERAGE HOURLY EARNINGS

by MARKETS and MAJOR CRAFTS [1]

(Except where otherwise noted, figures are based on payroll - week ended Mar. 9, 1934)

Market	Cutters	Operators	Finishers	Pressers	Total [2] (4 crafts)	Total of All workers on payroll M & F [2]	M & F [3]	M [3]	F [3]
New York City [5]	1.60	1.37	1.06	1.62	1.32	1.26	-	-	-
[4] New York City	1.48	1.01	.79	1.30	-	-	-	-	-
[4] Upstate N.Y., N.J. and Conn.	1.38	.90	.64	1.04	-	-	-	-	-
Boston	1.27	1.25	.81	1.31	1.10	1.03	1.03	1.14	.77
Boston Suburbs	-	-	-	-	-	-	.84	1.06	.63
Philadelphia	1.50	1.18	.81	1.34	1.11	1.05	1.06	1.23	.78
Baltimore	1.14	.91	.66	1.13	.90	.85	.85	1.07	.71
Cleveland	1.21	1.01	.65	1.13	.92	.75	.86	1.11	.66
Chicago	1.27	1.03	.79	1.28	1.01	.98	1.05	1.18	.74
Chicago Suburbs	-	-	-	-	-	-	.73	.97	.60
St. Louis	1.00	.80	.63	1.01	.80	.74	.84	1.13	.60
Kansas City	1.00	.80	.63	1.01	.80	.74	.66	.86	.61
Los Angeles	1.20	1.09	.66	1.10	.96	.94	.94	1.13	.67
San Francisco	1.16	.85	.60	1.03	.82	.83	.89	1.11	.70
Portland	1.16	.85	.60	1.03	.82	.83	.79	1.07	.61
Seattle	1.16	.85	.60	1.03	.82	.83	.75	1.37	.41

1/ From Table B-12a, except where noted.

2/ From payroll analysis of all market areas - eight weeks 2/5 - 3/31/34.

3/ From payroll analysis of out-of-town markets - week ended 3/9/34

4/ Data based on 78 section-work shops of which 36 are in New York City, for period 2/5 - 3/31/34.

5/ Based upon analysis of sample of 598 shops.

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special examination of 78 section-work shops in New York City and its outlying area. The data appear in the second and third lines of the table. Here the earnings in the suburban areas run from 10 to 25% lower than in the central urban area.

In the last two columns there is a break-down by sex of the earnings figures for all of the markets except New York. There appears here, for each of the markets shown, a wide difference between the earnings of male and female employees. The margin of difference seems to be wider in the Western markets and reaches a maximum in the Seattle market, where the earnings of women employees are less than one-third of those received by male workers.

As is to be expected as a result of the regional differentials set up by the Code, it appears that, for each of the four major crafts, earnings are highest of all in New York City, those in the Eastern area somewhat lower, while earnings in the West, with an occasional exception, are markedly lower even than those in the Eastern area outside of New York.

These inter-relations among the markets are brought out graphically and on a somewhat different basis in Figure A which shows, by market or area, the absolute and relative distribution of the number of workers and their aggregate earnings among the several market areas, and, within each area, by major craft. It shows, apart from the very obvious general predominance of the New York market, that New York's wage bill in the industry is not distributed in close proportion to the distribution of workers, but that New York workers get proportionately more, and workers in the Western, and other parts of the Eastern, markets get proportionately less of the total wage payments made by the industry. Thus, New York workers, constituting 82% of the work-force of the industry, get 87% of the wages, while Western area workers, (*) making up 13% of the industry, get 9% of the earnings; Baltimore workers constituting 2% of the personnel of the industry get only 1.3% of the industry's wage bill and Eastern area workers, (**) making up 3% of the industry's personnel, get only 2.3% of the industry's wage bill.

The reasons for the wide regional differences which have been discussed are traceable to a number of causes, the more important of which are: (1) the unorganized character of the labor supply in outlying areas; (2) the relatively lower skill (in the sense of craft skill in making a whole garment but not necessarily in terms of productive ability) of the available workers in those areas; (3) the more general tendency in such areas to resort to the sectionalized method of operation, between two and three times as large a proportion of the Western as of the Eastern shops being sectionalized; (4) the much higher proportions of female employees in the suburban and Western areas; and finally, (5) the existence of Code differentials.

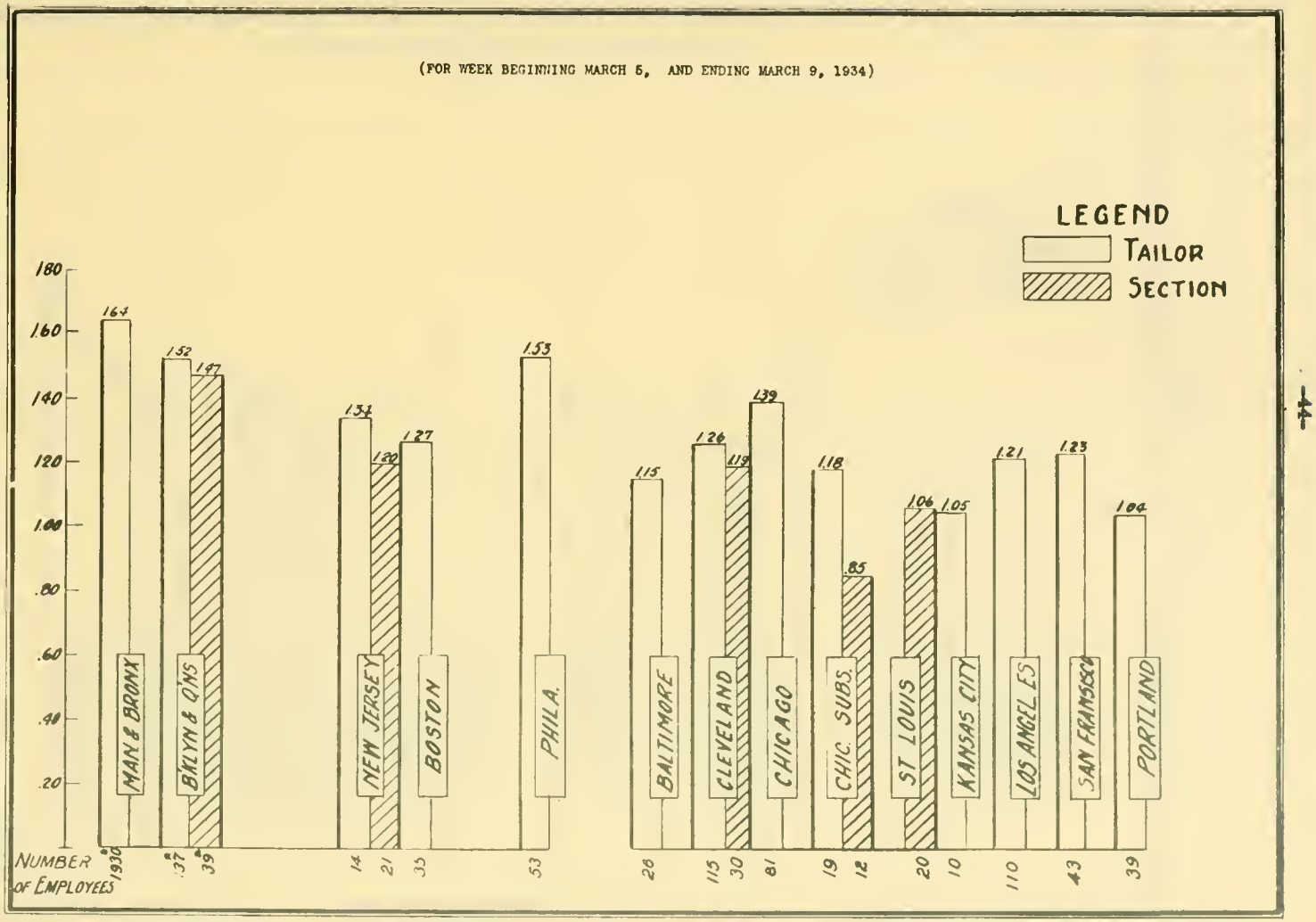
(*) Excluding workers in the Baltimore market.
(**) Excluding workers in the New York market.

NOTE ON SUPPLEMENTARY INTER-MARKET STATISTICS OF EARNINGS.

There is set out in Figures E-7 to E-12, inclusive, a series of graphic comparisons of the average hourly earnings of cutters, male operators, female operators, male finishers, female finisners and pressers, in tailor and section shops, respectively. They are based upon the data of appendix tables E-7 to E-12, inclusive. A similar comparison of the earnings of male operators and female operators in "inside" and "outside" shops, respectively, is shown in Figures E-3 and E-4, drawn from the figures of appendix tables E-3 and E-4. Finally, an inter-market comparison of the earnings of operators and finishers, by sex, is given in Figures H-13a and H-13b which are drawn from the data of appendix table H-13. It should be noted that, as explained in the footnotes to the tables, the craft classifications here are inclusive and embrace the auxiliary cutting, finishing, operating and pressing groups as well as the full-fledged craftsmen.

FIGURE E-7

COMPARISON OF AVERAGE HOURLY EARNINGS OF MALE CUTTERS IN TAILOR AND SECTION SHOPS BY MARKETS

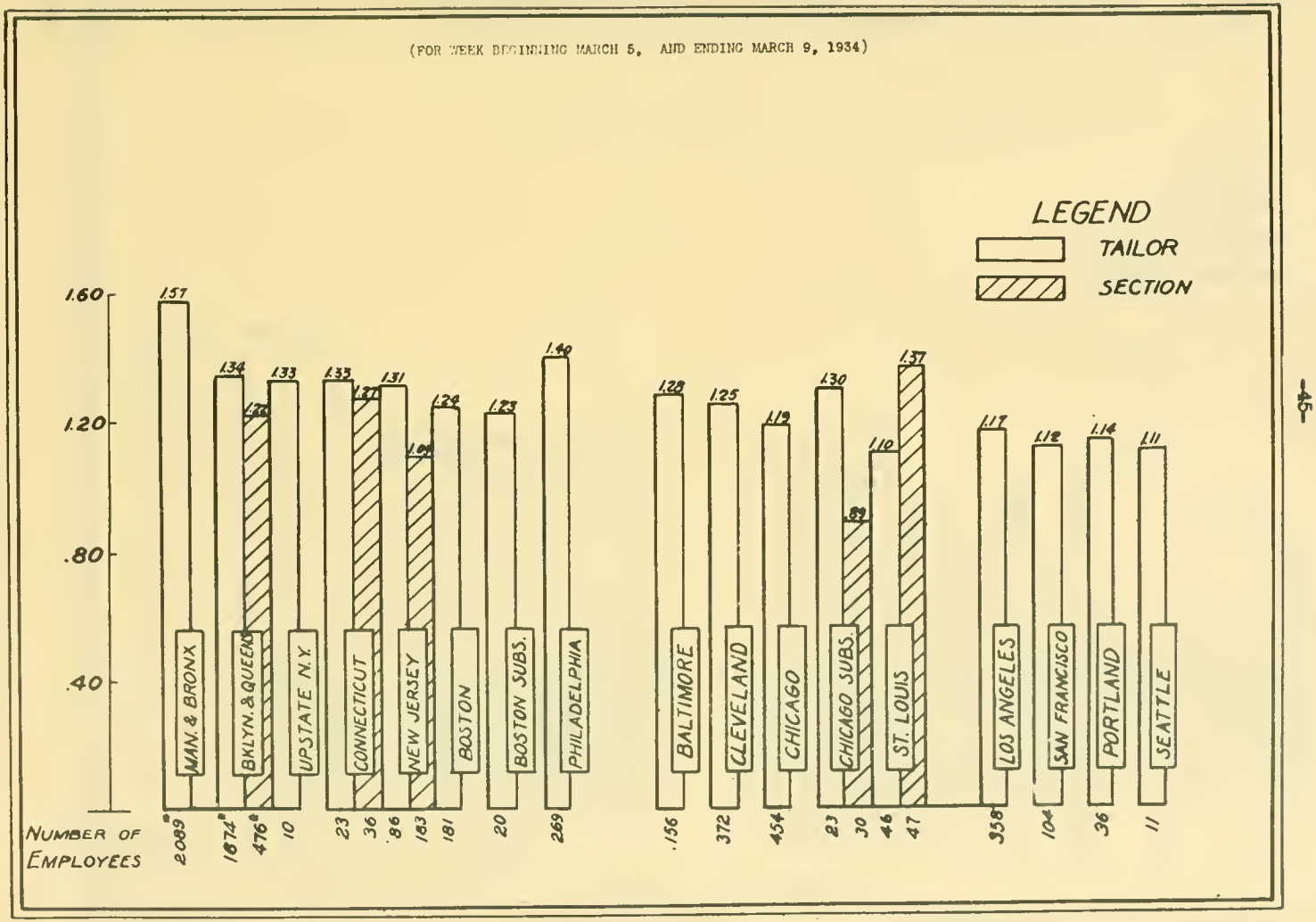


* Number of workers estimated on the basis of 38% actually studied.

FIGURE E-8

COMPARISON OF AVERAGE HOURLY EARNINGS OF MALE OPERATORS IN TAILOR AND SECTION SHOPS BY MARKETS

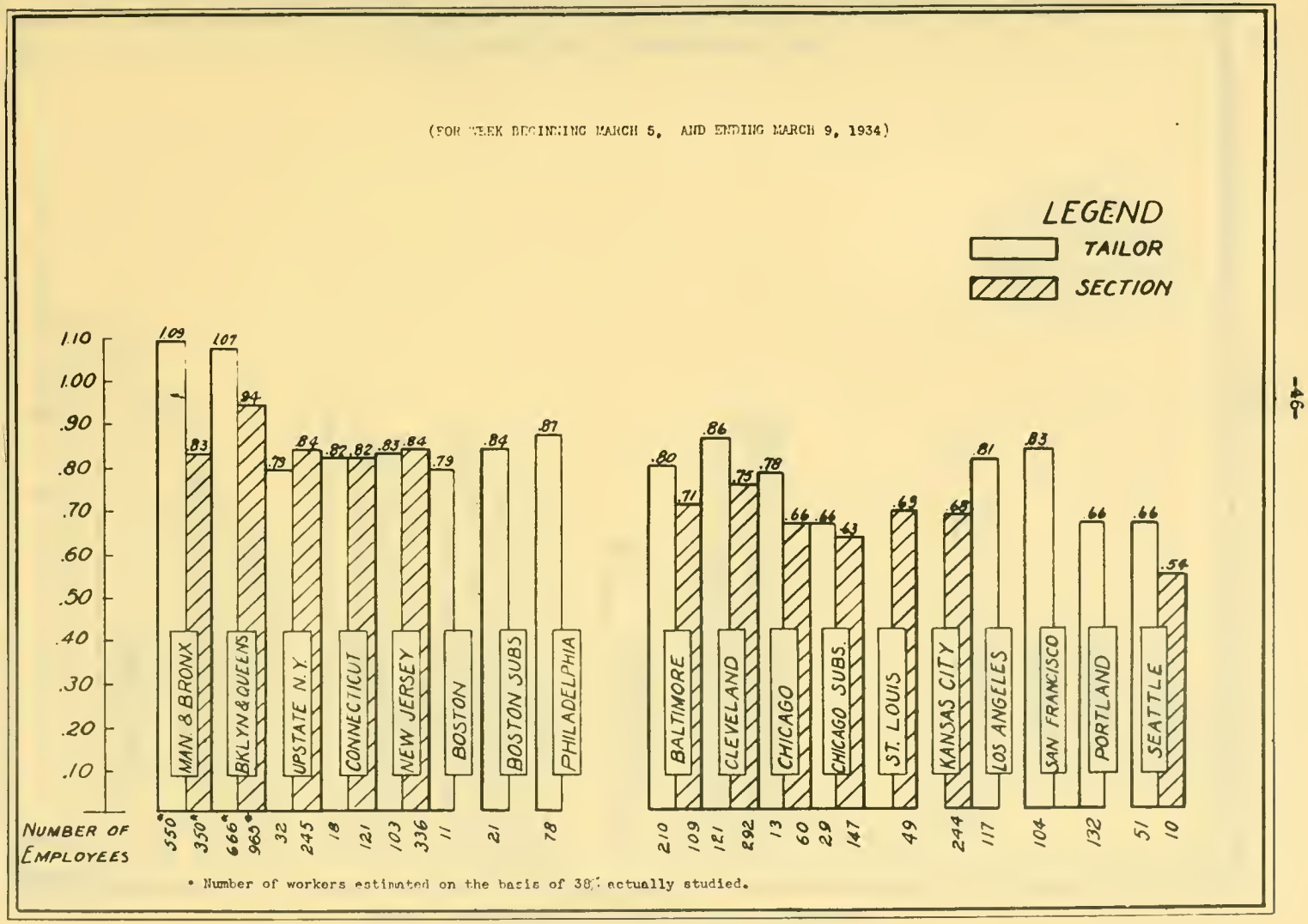
(FOR WEEK BEGINNING MARCH 5, AND ENDING MARCH 9, 1934)



* Number of workers estimated on the basis of 38% actually studied.

FIGURE E-9

COMPARISON OF AVERAGE HOURLY EARNINGS OF FEMALE OPERATORS IN TAILOR AND SECTION SHOPS BY MARKETS

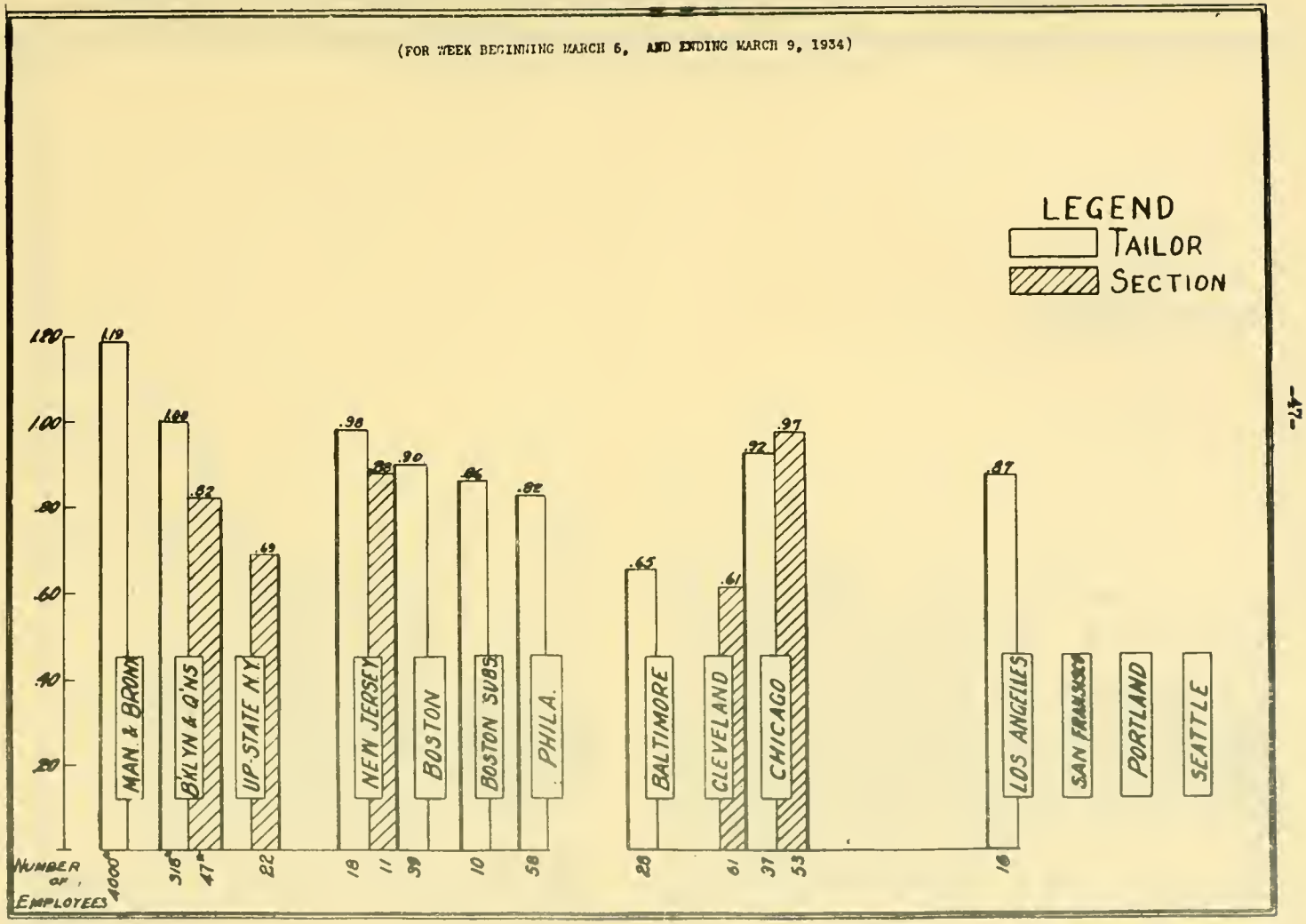


* Number of workers estimated on the basis of 38% actually studied.

FIGURE E-10

COMPARISON OF AVERAGE HOURLY EARNINGS OF MALE FINISHERS IN TAILOR AND SECTION SHOPS BY MARKETS

(FOR WEEK BEGINNING MARCH 6, AND ENDING MARCH 9, 1934)



* Number of workers estimated on the basis of 38% actually studied.

FIGURE E-11

COMPARISON OF AVERAGE HOURLY EARNINGS OF FEMALE FINISHERS IN TAILOR AND SECTION SHOPS BY MARKETS

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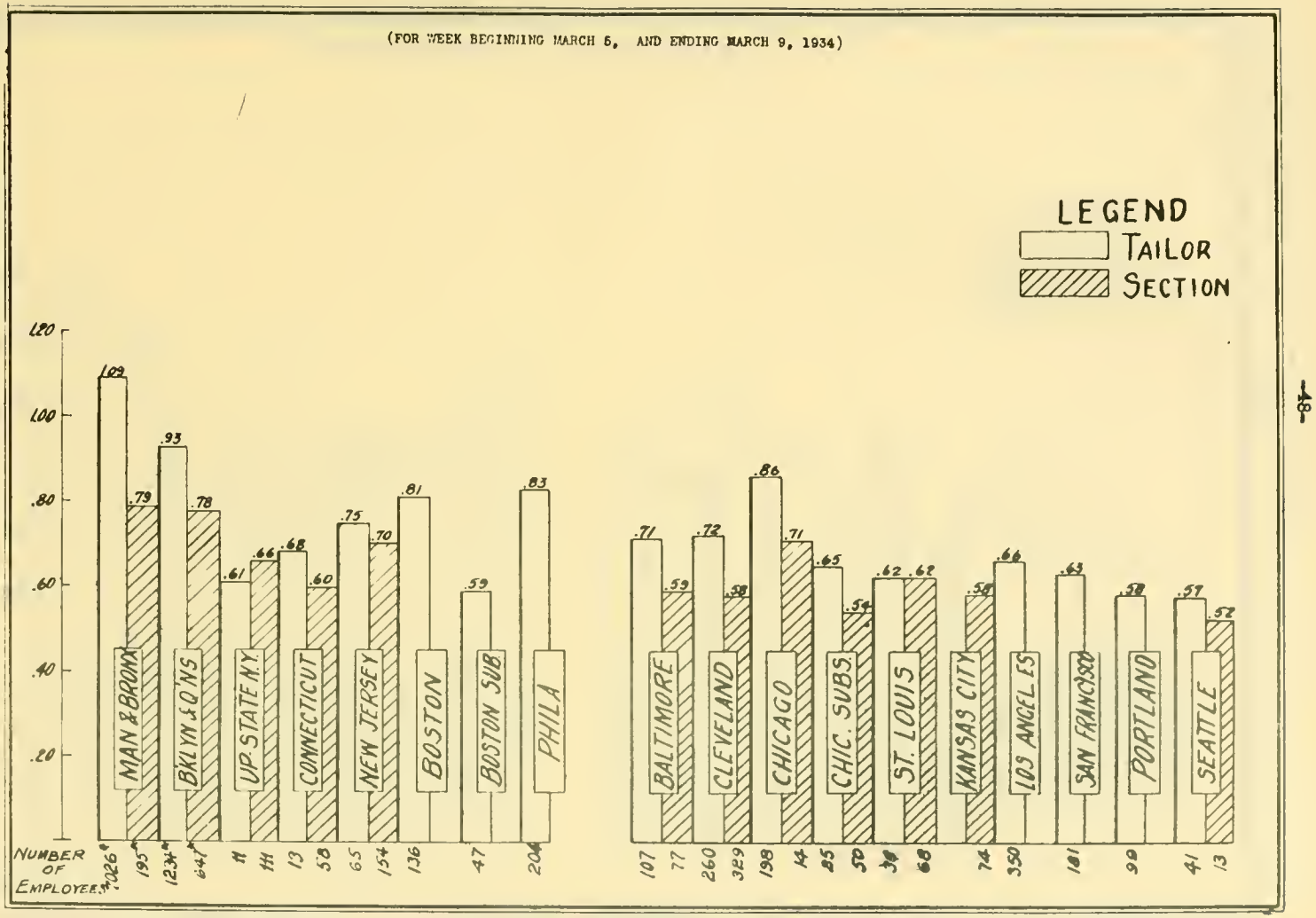
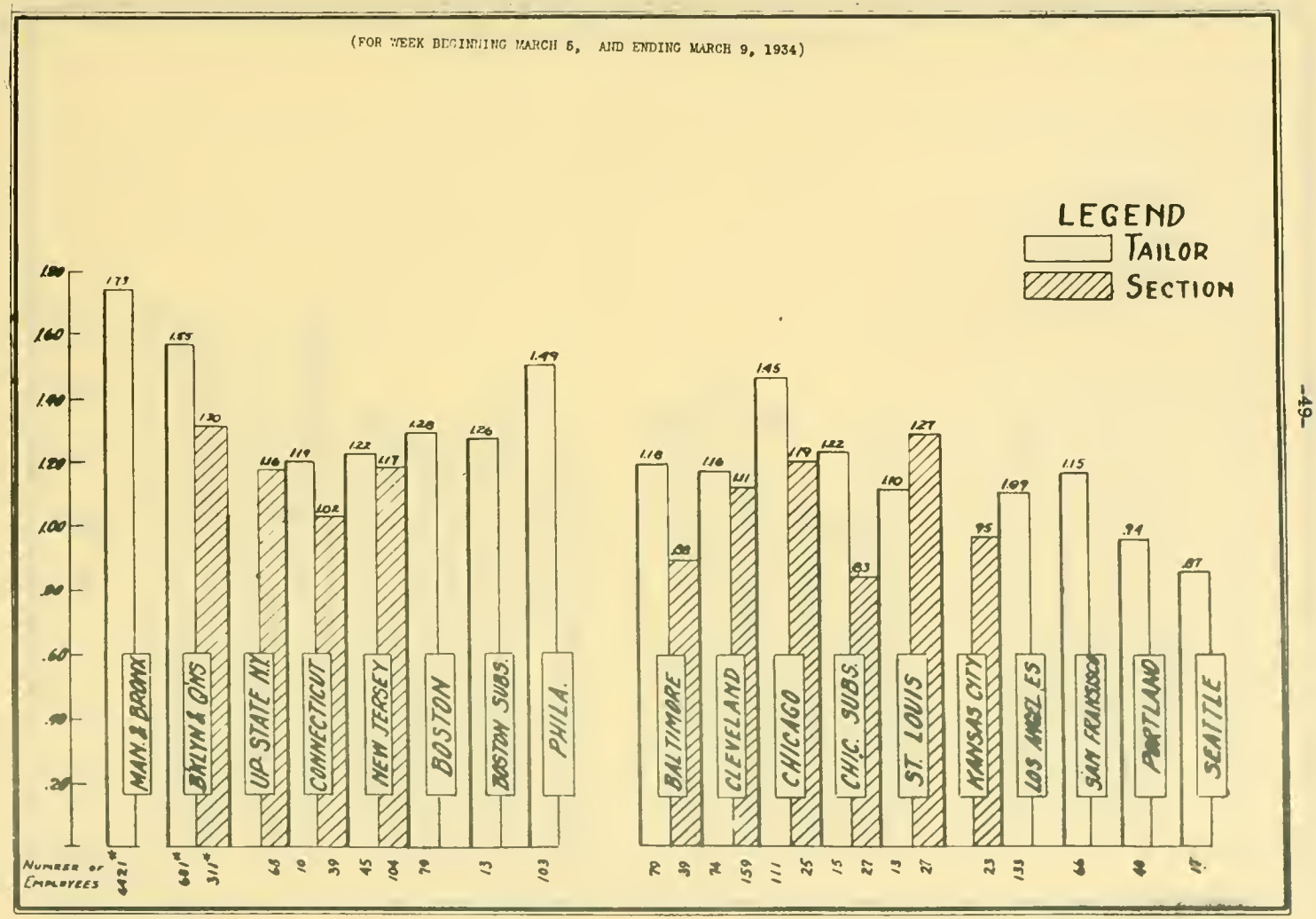
(FOR WEEK BEGINNING MARCH 5, AND ENDING MARCH 9, 1934)



* Number of workers estimated on the basis of 38% actually studied.

FIGURE E-12

COMPARISON OF AVERAGE HOURLY EARNINGS OF PRESSERS (MALE) IN TAILOR AND SECTION SHOPS BY MARKETS



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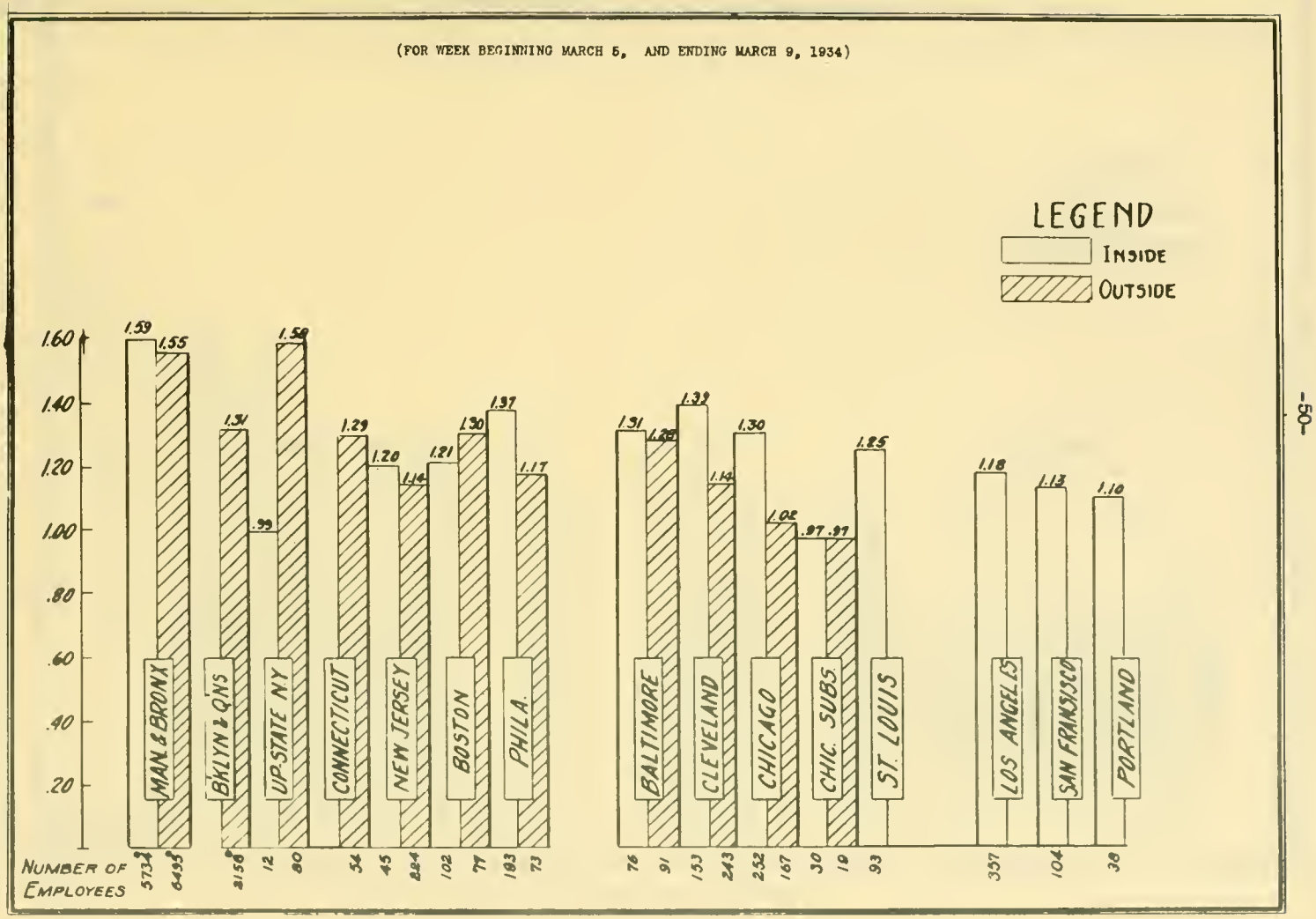
* Number of workers estimated on the basis of 38% actually studied.

FIGURE E-3

AVERAGE HOURLY EARNINGS OF MALE OPERATORS IN INSIDE AND OUTSIDE SHOPS BY MARKETS

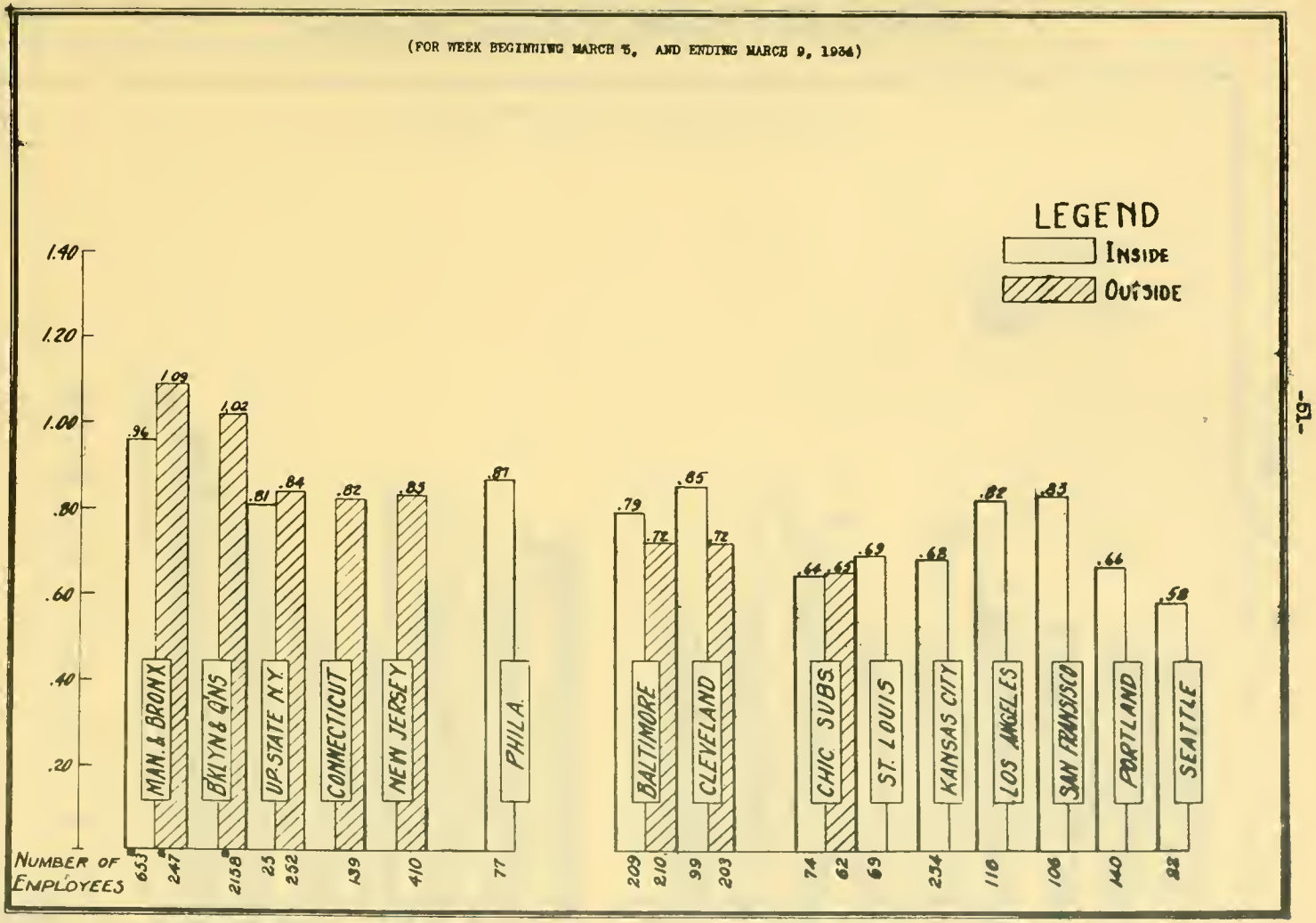
(FOR WEEK BEGINNING MARCH 5, AND ENDING MARCH 9, 1934)



* Number of workers estimated on the basis of 38% actually studied.

FIGURE E-4

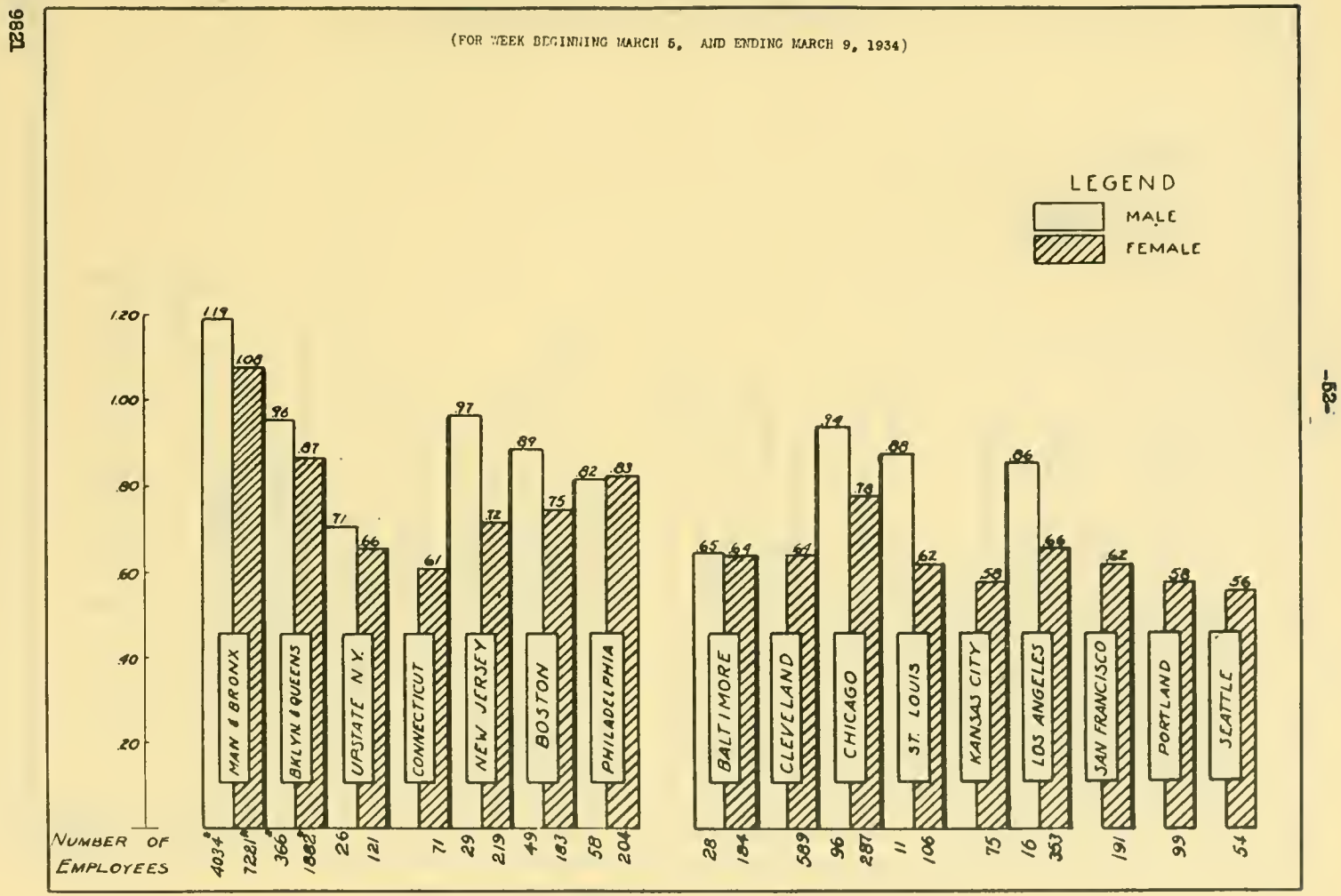
AVERAGE HOURLY EARNINGS OF FEMALE OPERATORS IN INSIDE AND OUTSIDE SHOPS BY MARKETS



* Number of workers estimated on the basis of 38% actually studied.

FIGURE H13a

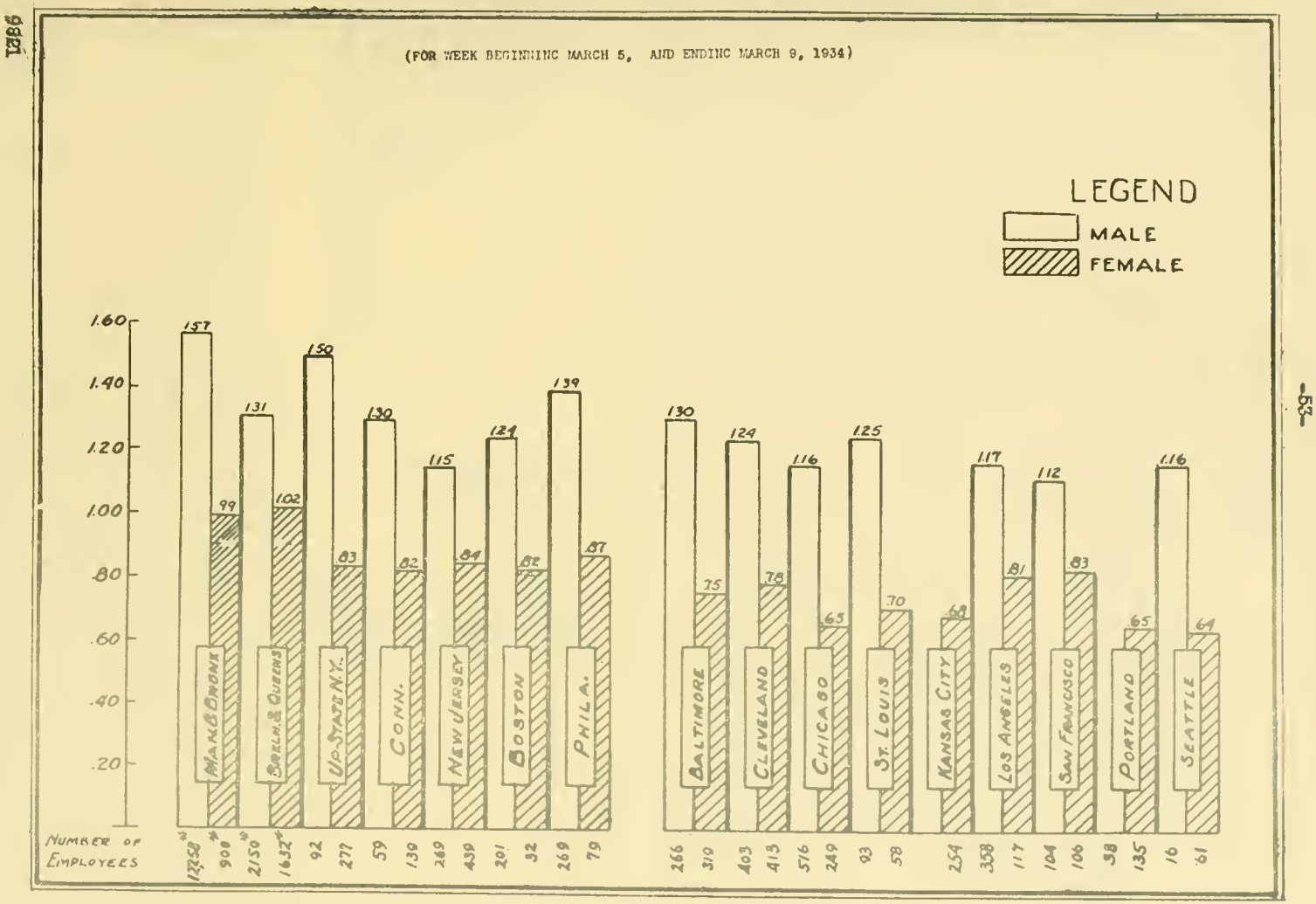
AVERAGE HOURLY EARNINGS OF FINISHERS BY SEX AND MARKETS



* Number of workers estimated on the basis of 38% actually studied.

FIGURE H-13b

AVERAGE HOURLY EARNINGS OF OPERATORS BY SEX AND MARKETS



* Number of workers estimated on the basis of 38% actually studied.

WAGE STATISTICS (Continued)

B. EARNINGS IN RELATION TO CODE STANDARDS

The relation between the average hourly earnings actually received by workers in the various markets and the Code minima and averages is shown in the accompanying graphs. (*) The earnings data set out in them are derived from an analysis of payroll reports for all of the market areas for the eight-weeks' period from February 5 to March 31, 1934.

In order to work out a tolerably simple and understandable tabular statement of the relations subsisting between the code minima and averages in the several markets on the one hand and earnings actually received on the other, it has been necessary not only to report earnings in the summary form of single market averages for each major craft; it has also been necessary to construct for each craft a single market series of code minima and a similar series of code averages. Each such code minimum (or code average) is a weighted average of the minima for male and female workers, respectively, prescribed by the code for the particular market and the particular craft, the weights used being the number of male and female workers, respectively, of that craft in that market. The figures include only the skilled craftsmen in each of the four categories, the occupations included and the approximate number of workers covered in each being as follows:

Cutters	male	2,983
Operators	"	18,643
Operators	female	4,704
Finishers	male	4,827
Finishers	female	8,489
Pressers under	male	1,986
Pressers upper	"	1,729
Pressers machine	"	1,105
Pressers non-classifiable		2,592
	Total	47,058

It is obvious that these figures comprehend the great bulk of the 54,000 workers who make up the direct labor personnel of the coat and suit industry. The steps in the derivation of the weighted minima and averages, including the weights used for each craft are indicated in Table H-12 which sets out in more elaborate form the data of Table H-12a. Examination of the latter table and of the charts based thereon, reveals the fact that average hourly earnings in practically every case exceed the prescribed code minima, and in many instances they approach the code averages; in no case do they drop appreciably below the minima. Average hourly earnings of cutters are in excess of the code minima except for several Western markets where they show small deficiencies. However, a check of the payrolls indicates that these deficiencies are more nominal than real, being largely attributable to failure to distinguish on the payroll reports between full-fledged cutters and those less

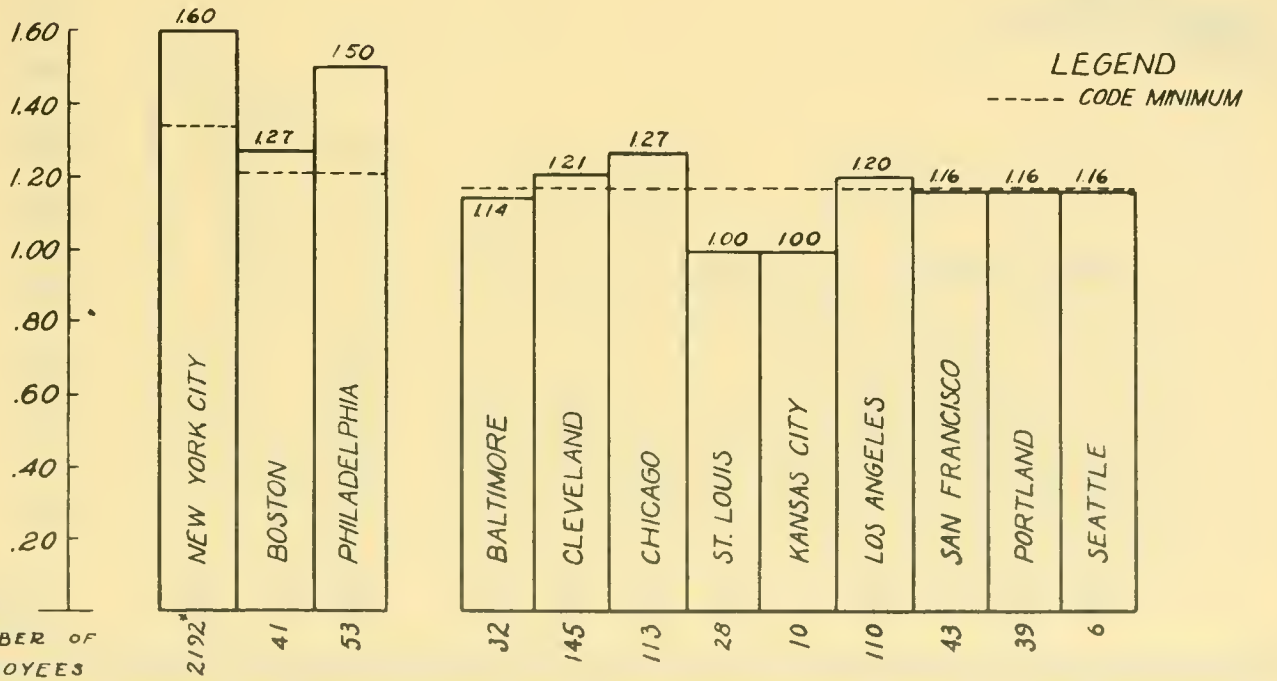
(*) Based upon the data of appendix Tables H-12a and H-12.

FIGURE H-12-1

AVERAGE HOURLY EARNINGS OF CUTTERS (MALE) IN RELATION TO CODE STANDARDS BY MARKETS

T286

(FOR THE EIGHT WEEK PERIOD ENDING MARCH 31,1934)

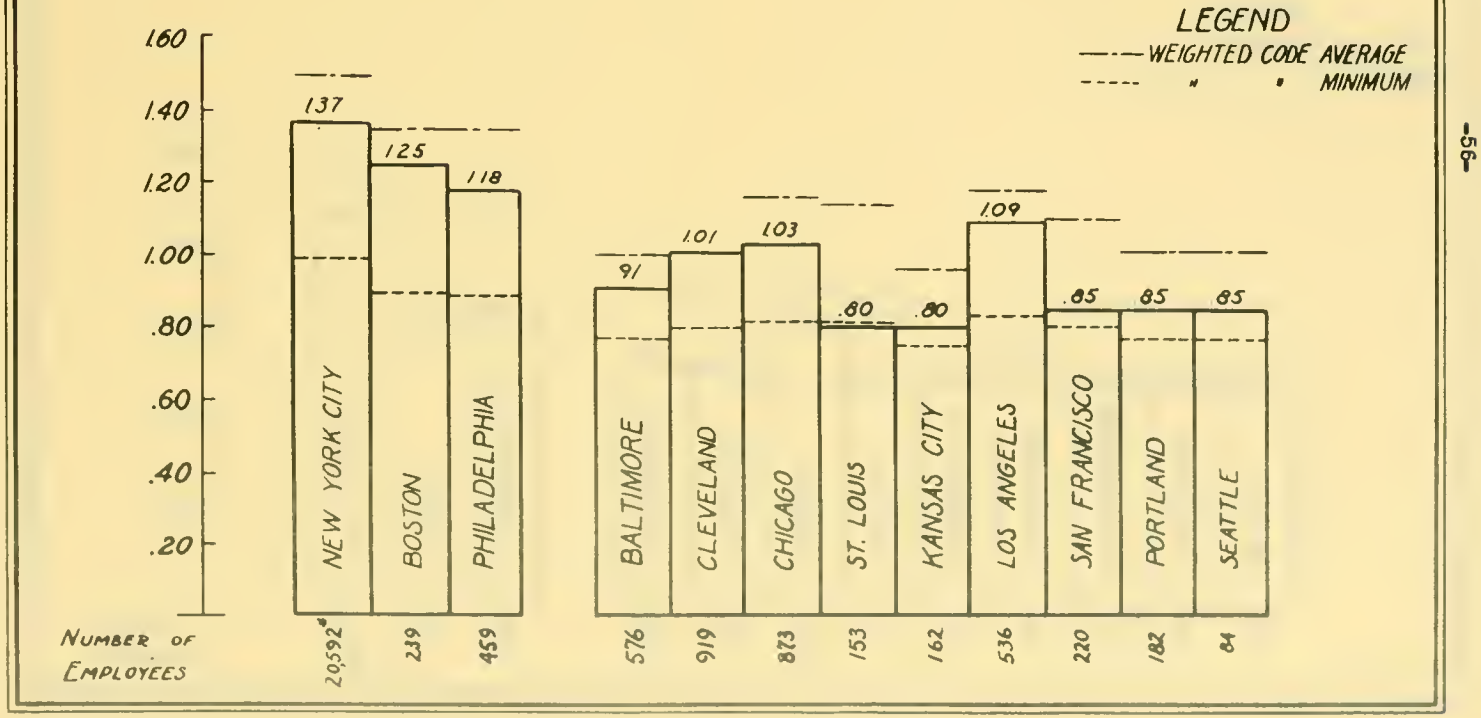


* Number of workers estimated on the basis of 38% actually studied.

FIGURE H-12-2

AVERAGE HOURLY EARNINGS OF OPERATORS IN RELATION TO WEIGHTED CODE STANDARDS BY MARKETS

(FOR THE EIGHT WEEK PERIOD ENDING MARCH 31,1934)

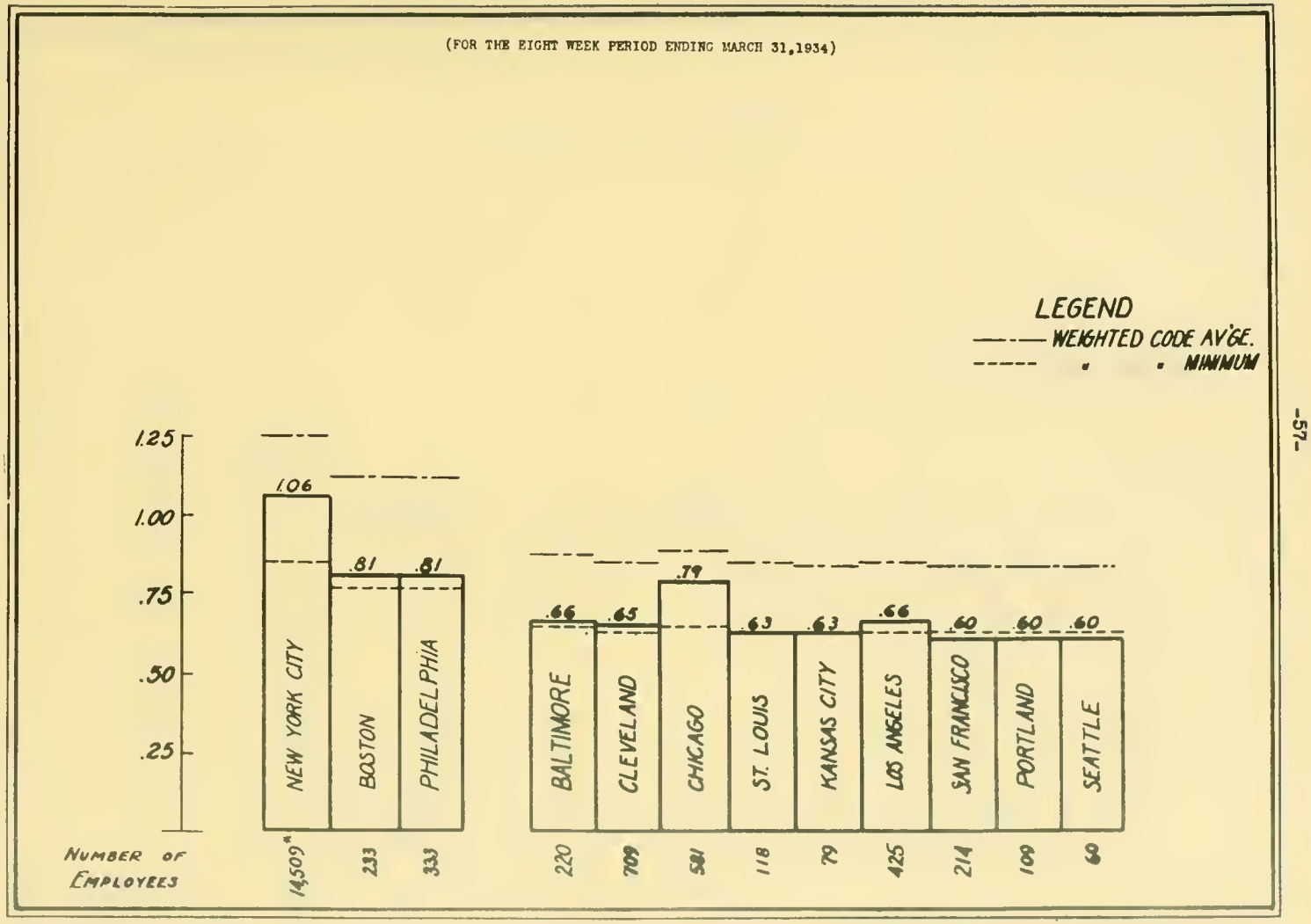


* Number of workers estimated on the basis of 38% actually studied.

FIGURE H-12-3

AVERAGE HOURLY EARNINGS OF FINISHERS IN RELATION TO WEIGHTED CODE STANDARDS BY MARKETS

(FOR THE EIGHT WEEK PERIOD ENDING MARCH 31,1934)

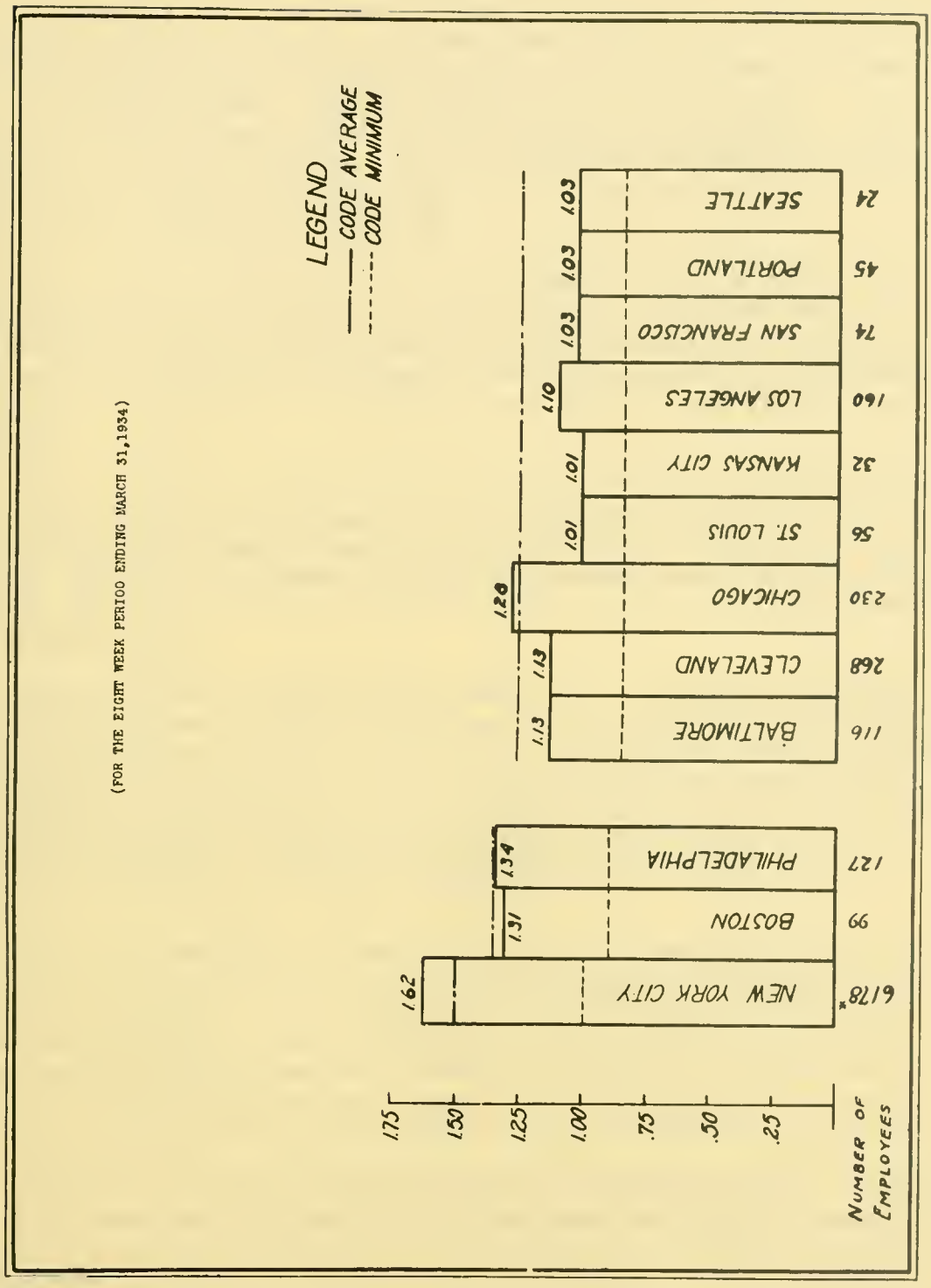


* Number of workers estimated on the basis of 38% actually studied.

FIGURE H-12-4

AVERAGE HOURLY EARNINGS OF PRESSERS (MALE) IN RELATION TO CODE STANDARDS BY MARKETS

(FOR THE EIGHT WEEK PERIOD ENDING MARCH 31,1934)



* Number of workers estimated on the basis of 38% actually studied.

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skilled. Average hourly earnings of operators failed to exceed the minima in only one market (St. Louis) and there they dropped below by only 1%. Average hourly earnings of operators equaled the code average in Cleveland; in six markets they closely approached the code "averages", and in only five of the twelve markets, viz., Kansas City, St. Louis, San Francisco, Portland and Seattle, was the difference between the earnings for "workers of average skill" as set forth in the code and the actual average hourly earnings more than 15%.

Actual average hourly earnings of finishers were at or above the code minima in all but three cities; San Francisco, Portland and Seattle, where they fell below by slight margins. They fell below averages in every one of the markets, the amount of the difference with one exception, being appreciably greater in the Eastern and Western area markets than in New York.

Hourly earnings of pressers ranged above the minima in every market, and in New York City and Chicago they even exceeded the prescribed averages; in Chicago by about 2% and in New York City by about 8%. In all of the other markets, the average earnings of pressers were below the code averages; in the Eastern area by small margins, and in the West by margins of from 13% to 20%.

The proportions of workers whose earnings (1) reached or exceeded the average, (2) were between the average and the minimum and (3) dropped below the minimum are shown in Table H 10a which sets out this information for each craft, by market area.(*) Thus, in the case of cutters (**) 95% of those in New York City, 83% of those in the Eastern area outside of New York City, 60% of those in Baltimore and 86% of those in the Western area exclusive of Baltimore received earnings above the code minima for the week ended March 9, 1934. (***)

Of the male operators in New York City, 52.8% received earnings at or above the average, 42.8% between the minimum and the average, and only 4.4% below the minimum. In the Eastern area 36.3% of these male operators received earnings at or above the average, 57.6% earnings between the minimum and the average, and only 6% made less than the minimum; in Baltimore, 58.8% were at or above the average, 40.8% between the minimum and the average, and 5.4% below the minimum; in the Western area, 41.1% were

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(*) The figures are drawn from the much more detailed portrayal in Table H 10 which shows the individual markets and shows the absolute numbers from which the percentages are derived. The percentages in Table H 10a which are marked by asterisks are those based upon groups of workers numbering less than 50.

(**) Cutters are week-workers and no "averages" are set for them in the Code.

(***) As a matter of fact the actual situation is probably even better. Cf. discussion of cutters' earnings on page 54 above, and note 1 to Table H-10 in the appendix.

TABLE H-10a

SHOWING PERCENTAGES OF MANUFACTURING EMPLOYEES WHOSE EARNINGS FOR THE WEEK ENDED MARCH 9, 1934, WERE (1) BELOW THE CODE MINIMUM; (2) AT OR ABOVE THE MINIMUM, BUT BELOW THE CODE "AVERAGE" AND (3) AT OR ABOVE THE CODE "AVERAGE".

(Based on Payroll Analysis of all Market Areas.)

TRADE	SEX	New York City			Eastern Area			Baltimore			Western Area		
		Below Code Minimum	Code Minimum and above	Code Average and above	Below Code Minimum	Code Minimum and above	Code Average and above	Below Code Minimum	Code Minimum and above	Code Average and above	Below Code Minimum	Code Minimum and above	Code Average and above
CUTTERS	Male	5.1x	94.9	-	17.6x	82.6	-	40.0x	60.0	-	14.0	86.0	-
" Semi-skilled	"	-	-	-	-	-	-	100.0x	-	-	34.2x	65.8x	-
" Canvas	"	-	-	-	-	-	-	-		-	23.1	76.9x	-
" Apprentices	"	-	-	-	-	-	-	-		-	-	100.0x	-
" Cloth & Lining Pilers	"	-	-	-	-	-	-	-	-	-	30.8	69.2x	-
" Pilers	"	-	-	-	-	-	-	-	-	-	-	100.	-
OPERATORS	Male	4.4	42.8	52.8	6.1	57.6	36.3	5.4x	40.8	53.8	6.6	52.3	41.1
"	Female	22.6	71.3	6.1	13.5	85.7	.8x	*59.8	29.5	10.7	31.3	53.6	15.2
" Semi-skilled	"	-	-	-	-	-	-	11.5x	34.7x	53.8x	5.7x	80.6	13.7
" Apprentice	Male	-	-	-	-	-	-	-	100.0x	-	-	100.0x	-
" "	Female	-	-	-	-	-	-	-	100.0x	-	0.8x	99.2	-
" Skirt	Male	8.0x	68.0x	24.0x	44.4x	44.4x	11.2x	-	20.0x	80.0x	6.9x	65.5x	27.6x
" "	Female	32.0x	68.0x	0	38.5x	61.5x	-	71.4x	25.0x	3.6x	19.1x	66.6x	14.3x
FINISHERS	Male	9.0	53.5	37.5	26.7x	56.0	17.3x	50.0x	50.0x	0	9.6x	75.3x	15.2x
"	Female	7.5	70.0	22.5	26.6	62.8	10.6x	24.4x	51.2x	24.4x	12.3	63.7	24.0
" Helpers	Male	4.1x	56.5	39.4x	11.6x	74.4x	14.0x	50.0x	35.7x	14.3x	-	44. x	56. x
" "	Female	9.4	62.8	27.8	9.6x	84.5	5.9x	11.1x	76.5	12.4x	6.6	87.1	6.3x
" Button Sewers	"	-	-	-	-	-	-	6.3x	94.7x	0	7.4x	84.6	8.0x
" Apprentice	Male	-	-	-	-	-	-	62.5x	37.5x	-	-	100.0x	-
" "	Female	-	-	-	-	-	-	-	100.0x	-	7.6x	92.4	-
" Skirt Basters	Male	-	66.7x	33.3x	20.0x	20.0x	60.0x	-	-	-	-	-	-
" " "	Female	-	-	100.0x	23.0x	38.5x	38.5x	-	-	-	-	-	-
PRESSERS													
Under	Male	8.3x	28.0	63.7	5.0x	78.4	16.6x	26.7x	33.3x	40.0x	11.2x	68.4	30.4x
" Part	"	-	-	-	-	-	-	7.7x	76.9x	15.4x	8.9x	71.1	20.0x
" Upper	"	2.9x	23.0	74.1	3.8x	46.2x	50.0x	-	53.8x	46.2x	6.2x	44.3	49.5
" Apprentice	"	-	-	-	-	-	-	33.3x	66.7x	-	-	100.0x	-
" Machine	"	16.3	23.0	60.7	39.4x	38.0x	22.6x	37.5x	25.0x	37.5x	3.1x	56.3x	40.6x
" Non-classifiable	"	2.7x	24.7	72.6	13.3x	25.0x	61.7	23.1x	30.7x	46.2x	5.0x	56.	39.
" Lining Ironers	Female	-	-	-	-	-	-	-	50.0x	50.0x	54.0x	13. x	33. x
" Skirt Under	Male	88.9x	11.1x	0	-	100.0x	0	-	-	-	-	-	-

x - Indicates that fewer that fifty workers are involved.

* - This figure probably should be somewhat lower because of the tendency of employers to classify incorrectly many of their semi-skilled female operators as full-fledged operators.

at or above the average, 52.3% between the minimum and the average, and only 6.6% below the minimum.

The foregoing discussion of the relation of average earnings to code standards, as well as the tables on which it is based, should be read in connection with the discussion in Section 7 of the differences in the hourly earnings of operators between tailoring and section shops. It is there pointed out that earnings in tailoring shops closely approximate code "averages" while in section shops they generally do not much exceed minima. (*)

In order to simplify the data, a summary of the material presented in Table H-10a is given in Table B-X for the crafts represented by the largest number or workers. The eleven crafts here shown account for the great bulk of the workers in the industry.

In general, it appears that by far the highest percentages of workers having earnings above the minima are those in New York, although the proportions of the Western area workers outside of Baltimore exceeding the minima range so high as to make that region a close second. In the Eastern area, outside of New York City, the percentages of the workers earning above the minima are somewhat lower, although even here the percentages were above 80% for eight of the eleven crafts. Earnings in the Baltimore market are low by comparison not only with the New York market, but also alongside the Eastern and Western area groups of markets. It shows appreciably lower proportions of its workers reaching or exceeding code standards than do most, if not all, of the other markets. Even in Baltimore, however, it appears from the figures of Table BX that six of the crafts had from 70 to 100% of their workers earning above their minima. The figures in the lower part of the table showing percentages of the workers whose earnings were at or above the "average" reveal less clearly marked alignments between market areas, except that in general, larger proportions of New York workers have pushed their earnings up to or beyond the code "averages" than have the workers in the other areas.(**)

Although these figures convey highly significant facts about code enforcement, the Commission is not concerned with that problem except insofar as it impinges upon the other important problems of regional differentials and of the competitive irregularities precipitated by the system of differentials. The question of code enforcement, as such is outside of the scope of the Commission's instructions. But the three problems of (1) the relation of actual earnings to code standards, (2) the system of differentials and (3) the resultant competitive irregularities are so intimately interrelated that the first cannot escape consider-

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(*) A tabular comparison of code minimum and "average" hourly rates, by craft and market area, with the Eastern and Western differentials, is presented on page 64.

(**) The figures given in appendix Table H-12a convey some idea of the magnitude of the margins by which average earnings in the several regional and craft classifications fell below the minima or ran above the "averages".

TABLE B X

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PERCENTAGE OF MANUFACTURING EMPLOYEES WHOSE EARNINGS FOR WEEK ENDED MARCH 9, 1934, EQUALLED OR EXCEEDED THE PRESCRIBED CODE STANDARDS, BY SELECTED CRAFTS AND BY MARKET AREAS.

	Estimated Number in U. S.	New York City	Eastern Area (Excluding N. Y. C.)	Baltimore	Western Area (Excluding Baltimore)
		(Percentage of Employees at or Above Code Minimum)			
Cutters	2,933	95	82	60	86
Operators, Male	18,643	96	94	95	93
Operators, Female	4,704	77	86	40*	69
Finishers, Male	4,827	91	73	50	90
Finishers, Female	8,489	92	73	76	88
Finishers' Helpers, Male	363	96	82	50	100
Finishers' Helpers, Female	4,141	91	90	89	93
Pressers, under	1,986	92	95	73	89
Pressers, upper	1,729	97	96	100	94
Pressers, machine	1,105	84	61	62	97
Pressers, non-classifiable	2,592	97	87	77	95
		(Percentage Employees at or Above Code "Average")			
Operators, Male		53	36	54	41
Operators, Female		6	1	11	15
Finishers, Male		38	17	0	15
Finishers, Female		23	11	24	24
Finishers' Helpers Male		39	14	14	56
Finishers' Helpers, Female		28	6	12	6
Pressers, under		64	17	40	30
Pressers, upper		74	50	46	50
Pressers, machine		61	23	38	41
Pressers non-classifiable		73	62	46	39

* This figure probably should be somewhat higher because of the tendency of employers incorrectly to classify many of their semi-skilled female operators as full-fledged operators.

ation here if the other two are to have realistic consideration.

How this inter-relationship between the competitive cost situation among individual firms in different markets and the system of differentials affects the issues with which this Commission is concerned is well exemplified by figures in Table H-10a. They show that 23% of the female operators in New York City received in the peak week of the last season earnings in amounts lower than their code minimum, while only an inappreciable number of workers in other crafts dropped below their respective minima. At the New York hearings before the Commission it was strongly contended -- and the Commission believes the contention to be fully justified-- that this situation was largely, if not wholly, the result of the competition of sectionalized Western-area plants (including Baltimore) employing mostly semi-skilled female operators at a much lower rate than the Eastern area rate for female operators. Since this situation is largely the result of a system of differentials which is susceptible of improvement, it may be expected that, once the differentials are rectified, the industry will be able still further to improve its already enviable record of code enforcement.

The wage statistics summarized in this discussion are the best indication that the various interested parties will wish to iron out the inequalities that produce such conditions. In this sensitive industry, so complex, so beset with vexing problems, so dependent on the vagaries of trade and on the shifting whims of the consumer, a Code of Fair Competition has been so well enforced that only a negligible percentage of its workers have failed to earn the code minima, and a very high percentage have earned above the code "average".

Openings for competitive inequalities in the code may in a large measure be accounted for by the haste with which it was drawn up. But, with such a proud achievement in industrial self-government already to its credit, the Commission is confident that all elements in the coat and suit industry will cooperate to make the code an even more effective instrument for fair competition by closing up these openings, and for industrial recovery by maintaining the code wage levels.

TABLE BS

COMPARISON OF CODE MINIMUM AND AVERAGE HOURLY RATES BY MARKET AREAS**

(J—Jacket; C—Coat; R—Reefer; D—Dress; M—Male; F—Female)

No. of Employes		Craft		New York M	New York F	Eastern (10% Differential over New York) M	Eastern (10% Differential over New York) F	Western M	Western F	Western Percent Differential over New York M	Western Percent Differential over New York F
M	14	Apprentice Cutters 6 Mos.	Min.					.63		..	
M	2983	Coat and Suit Cutters*	Min.	1.34		1.20		1.17		13	
M	40	Semi-skilled Cutters	Min.					1.11		.	
M	13	Cloth and Lining Pilers	Min.					.94		..	
M	13	Pilers	Min.					.80		..	
M	13	Canvas Cutters	Min.					.74		..	
		Samplemakers†	Min.	1.14		1.03		1.14		..	
		Examiners†	Min.	1.03		.93		.93		10	
		Diapers†	Min.	.83		.75		..		..	
		Begraders on skirts†	Min.	.91		.82		..		..	
		Bushelmen†	Min.	1.03		93		..		..	
M	18643	Oprs. (JCRD)	Min.	1.00	.90	.90	.81	.85	.75	15	17
F	4704		Av.	1.50	1.50	1 35	1.35	1.26	.95	16	37
F	629	Oprs., semi-skilled (1) (JCR&D)	Min.		(.90)		.81	..	.62	..	31
			Av.		(1.50)		1.35	..	.88	..	41
M	136	Oprs. (Skirt)	Min.	.90	.80	.81	.72	.75	.70	16	17
F	179		Av.	1.40	1.40	1.26	1.26	1.15	.90	18	36
		Piece Tailors (2)	Min.	.90		.81		..		..	
			†Av.	1.30		1.17		..		..	
M	4827	Finishers (RJ&C)	Min.	.85	.85	.77	.77	.75	.63	12	26
F	8489		Av.	1.25	1.25	1.13	1.13	1.10	.84	19	33
M	363	Finishers Hlps. (3)	Min.	.63	.63	.57	.57	..	.53	16	16
F	4141		Av.	1.00	1.00	.90	.90	..	.70	30	30
F	181	Button Sewers (4)	Min.	(.63)	(.63)	(.57)	(.57)	..	.53	15	15
			Av.	(1.00)	(1.00)	(.90)	(.90)	..	.70	30	30
M	1729	Upper Pr. (JCR&D)	Min.	1.00		.90		.85		15	
			Av.	1.35		1.22		1.26		7	
M	1986	Under Pr. (JCR&D)	Min.	.90		.81		.77		14	
			Av.	1.25		1.13		1.15		8	
M	36	Upper Pr. (Skirt) (5)	Min.	.90		81		(.77)		5	
			Av.	1.25		1.13		(1.15)		8	
F	17	Lining Ironers (6)	Min.	(.90)		(.81)		..	.60	33	..
			Av.	(1.25)		(1.13)		..	.82	34	..
		Under Pr. (Skirt)†	Min.	.85		.77		.77		8	
			Av.	1.25		1.13		1.15		8	
		(Basters (Skirt) (7)	Min.	.60		.54		..	(.53)	10	10
M	57	(	Av.	.80		.72		.	(.70)	12	12
		(Finishers (Skirt) (8)	Min.	.60		.54		.	(.53)	10	.
		(	Av.	.70		.63			(.70)		..
M	1105	Machine Pr. (9)	Min.	1.30		1.17		.85			
			Av.	1.80		1.62		1.26			
M	116	Part Pressers (JCR&D) (10)	Min.	(.90)		(.81)		[illegible]		[illegible]	..
			Av.	(1.25)		(1.13)		[illegible]			.
M	44	Apprentices (11)									
F	240										
	53,290										

† No special study was made of this craft classification because of the small number of workers in it.

* Such classifications as cutters, semi-skilled, canvas cutters, etc., are not provided for the Eastern area. Their work is generally done by full fledged cutters.

** Some craft classifications are provided for the Eastern area only. Others are provided for the Western area only. The Commission has made inquiry to ascertain the crafts which perform the work of the non-classified crafts in the Eastern and Western areas, and the wage rates of the classified crafts appear in this table in parentheses.

(1) Operators, Semi-Skilled, Female, are not classified for the Eastern area. Their work is performed by Operators, Female, in the East.

(2) Piece Tailors are not classified for the Western area.

(3) Finishers, Helpers, Male, are not classified for the Western area.

(4) Button Sewers are not classified for the Eastern area. Their work is performed by Finishers Helpers in the East.

(5) Upper Pressers (Skirt) are not classified for the Western area. Their work is performed by Under Pressers in the West.

(6) Lining Ironers are not classified for the Eastern area. Their work is performed by Under Pressers in the East.

(7) Basters (Skirt) are not classified for the Western area. Their work is performed by Finishers Helpers in the West.

(8) Finishers (Skirt) are not classified for the Western area. Their work is performed by Finishers Helpers.

(9) Machine Pressers are not classified for the Western area. Their work is performed by Upper Pressers in the West.

(10) Part Pressers are not classified for the Eastern area. Their work is performed by Under Pressers in the East.

(11) Apprentices are not classified for the Eastern area. Because of the variation in the rates for the several crafts into which an apprentice may graduate at the end of the apprenticeship period, no attempt is here made to estimate the differential.

SECTION V

UNION ORGANIZATION AND LABOR AGREEMENTS

It is well known that since the enactment of the National Industrial Recovery Act, there has occurred in the United States, a tremendous growth in trade union organization. The cloak and suit industry has shared in this increase. Practically all of the important markets have shared in this increase of organization strength, although the gains have naturally varied somewhat from market to market. The International Ladies' Garment Workers' Union is the dominant organization having jurisdiction over the workers in the industry. In New York City, which is by all odds, the most important market, this Union has now organized 89% of the manufacturing units. In up-state New York and in the States of Connecticut and New Jersey, all three of which are tributory to the metropolitan New York market, 78% of the shops are union. While exact figures indicating the proportions of the workers in the industry in these two jurisdictions who are organized are not available to the Commission, there is little doubt that the percentages run somewhat higher than the percentages already given for manufacturing units. In Table B 2 percentages are presented, showing the extent to which the several markets are organized. For all of the markets except New York and New York suburbs the percentages show distribution of classifiable employees (including indirect labor) according as they are employed in union or non-union shops, respectively.

In general, it will be noted that the out-of-town markets are not as well organized as the New York City area, although many of them are as well and some of them even more completely organized than are the New York suburban areas. The most completely organized markets among those out of town appear to be the three most important Pacific Coast markets in Los Angeles, San Francisco, and Portland, where the percentages of workers organized are 95, 96 and 97 respectively, and the Chicago market, where the industry is 84% organized. The Chicago suburbs, like those adjacent to New York, are very much less completely unionized than is the central city area, the proportion of the industry organized there being about 10%. In Baltimore, Kansas City and Cleveland, the workers in the industry are respectively 35, 40 and 69% union. In Boston 72% of the workers are organized in the Boston suburbs 21% of them running true to the suburban non-union tendency; and in Philadelphia 69% of the workers are organized.[1]

In most of the markets, the International Ladies' Garment Workers' union apparently faces no competition from rival labor organizations. Almost the only exception is the Kansas City market, four of whose shops are organized in the International, and the remaining three in a local organization, a company union, known as the Ladies' Garment Crafts Association. The only other market where any labor organization other than the International was represented by a spokesman at the hearings was Boston where a representative of the Needle Trade Workers' Industrial Union (Communist) appeared and made a statement to the Commission.

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1. In terms of shops organized, the percentages of organization naturally are somewhat different.

TABLE B 2

ESTIMATED PERCENTAGES OF CLASSIFIABLE EMPLOYEES

Market Area	In Tailor Shops	In Week-Work Shops	In Inside Shops 2/	In Union Shops	Who are men 4/
United States			44		65
New York	93 3/	21 5/	42 1/	89 1/	70 4/
New York suburbs	10 3/	40 5/	15 1/	78 1/	34 4/
Boston	100	82	57	72	69
Boston suburbs	100	80	91	21	48
Philadelphia	100	21	82	69	62
Eastern Area Excl. N.Y.City	-	-	-	-	45
Baltimore	65	27	51	35	38
Cleveland	52	30	54	69	43
Chicago	84	29	69	84	71
Chicago suburbs	30	76	56	10	35
St. Louis	36	53	100	68	46
Kansas City	7	16	100	40	19
Los Angeles	100	49	99.6	85	57
San Francisco	100	94	100	96	46
Portland	100	91	100	97	37
Seattle	79	86	-	-	27
Western Area	-	-	-	-	46

1/ Percentage of shops based on an analysis of 1987 shops, i.e. practically all of the shops in the New York market area.
2/ Calculated from Table H 16. (Percentage of shops).
3/ Percentage of shops (Table H 20).
4/ Estimated from Table H 19.
5/ Percentage of shops. Based on distribution of tailor shops only; section shops not classified as to method of wage payment (Table H 20).

The terms of reference imposed upon the Commission have specifically laid upon it the duty of inquiring into the facts with regard to labor agreements in the different markets. In conformity with this phase of its instructions, the Commission has secured from one or another of the parties copies of all of the agreements now in force in the several markets.

Written collective agreements are in effect in the majority of the markets. In four of the markets such agreements are not now in force. No agreement appears now to be in force in Baltimore although in the past, collective agreements have been in effect there from time to time. Another important exception is the Chicago market, where collective bargaining has bulked large in the labor history of the market, but where at present no written agreements seem now to be in force. It appears, nevertheless, that collective bargaining is not absent from the Chicago market, the local union officials explaining that the agreements are merely verbal. It is also reported that the last written agreement, dated December 30, 1930, which runs between the local union and individual firms instead of with employers' associations, is typical, and according to local union officials, continues even now to have general application in the market.

Somewhat the same situation prevails in Cleveland, Ohio. In that market it appears, according to testimony offered at the hearings, that the impression prevails in some circles in the Cleveland market that the market is to some extent at least still governed by the terms of the continuing agreement set up in December, 1921, under a Board of Referees, and revised in 1924 and 1925. At any rate, oral collective bargaining prevails in the Cleveland market, with the "continuing agreement" as the only written instrument.

The fourth market of the twelve in which the Commission held hearings, where no written agreements are in effect, is that of St. Louis, where the local union officials reported that all agreements were oral. Inasmuch as the figures already given regarding the proportions of the shops organized in the various markets indicate that Baltimore is 35% organized, Cleveland 69%, Chicago 84% and St Louis 68%, there seems good reason to believe that the absence of written agreements does not necessarily indicate the absence of collective bargaining with individual firms, without formulation of the terms thereof in formal written contracts.

Among the eight markets in which there are either individual firm or market agreements with the Union, New York naturally occupies first place and boasts the most elaborate pattern of contractual agreements. New York agreements are collective bargains in the complete sense of the word, that is to say, they are agreements between associations on both sides and not typically contracts to which the employers are parties as individual firms. The New York agreements may be divided into two groups: First, the agreements to which the Union is a direct party. They are the agreement between the Merchants' Ladies' Garment Association and the Union; between the Industrial Council of the Coat, Suit and Skirt Manufacturers Association and the Union, and between the American Association of Cloak & Suit Manufacturers and the Union. The second group of collective agreements between the Merchants' Ladies' Garment Association and the American

Association of Cloak & Suit Manufacturers and between the Industrial Council of the Coat, Suit and Skirt Manufacturers Association and the American Association.

In Los Angeles, a market agreement is in force between the union and the Los Angeles Association of Coat and Suit Manufacturers. In San Francisco, a similar market agreement is in force. In Portland, there is not only a market agreement between the union and the Association of Cloak and Suit Manufacturers but also some agreements between the union and individual firms. In Boston, there is a market agreement between the Union and the Boston Cloak Manufacturers Association.

For the Philadelphia market, the Commission was supplied with two printed blank forms of agreement, one for contracts with the Manufacturers Association and the other for agreements with the jobbers. The local union officials represented to the Commission that these agreements, apparently signed with individual firms, are still in effect. In addition, there appears to be a special agreement in force in Philadelphia, between the Union and Adelman and Sons. In Seattle, there is a market agreement between the Union and the Association of Coat and Suit Manufacturers.

Finally, in Kansas City, there is first a series of four individual firm agreements between the International and as many individual employers, and second, a series of three market agreements between the Ladies' Garment Crafts Association and each of three firms which have recognized it.

The trade union agreements now in force in the industry are of four general types: (1) oral agreements, chiefly as to wage scales, (Baltimore, Cleveland, Chicago and St. Louis); (2) written agreements of the conventional sort between the Union and individual firms or between the Union and the employers association, containing provisions covering union recognition, overtime, wages and hours, etc. (Boston, Kansas City and Philadelphia) [1]; (3) written agreements of the conventional sort, but which, additionally, incorporate, either explicitly or by reference, the minimum and "average" scales of the Code, (Los Angeles, San Francisco, Portland and Seattle); and (4) written agreements of the traditional sort which incorporate the scales of minima and "averages" of the Code with the addition of a proviso permitting any employer party to the contract, "with the consent of the workers and of the Union" to substitute for the Code "averages" a scale of weekly minimum rates running about $2.00 below the Code "averages" (New York) [2].

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1. The Boston agreement carries a scale of week-work minima for pressers, operators, finishers, etc. which is higher for all of the crafts than the Code "averages" for the Eastern area.
2. This arrangement appears in the same form in each of the Union's agreements with the three employers' associations in New York (see P.9 of the printed agreement between the Union and the Merchants Association). At the Commission's hearings in New York, the representatives both of the Union and the manufacturers stated that practically all of the workers in New York week-work shops actually earned considerably more than the agreement minima and therefore appreciably more than the Code "averages".

SECTION VI.

VOLUME OF SALES BEFORE AND SINCE ADOPTION OF CODE

The data presented in this report not only indicate the relative advantages in respect of labor and overhead costs in different markets, but also will disclose the fact that there is a great deal of variation between firms located in the same market. It is next to impossible to reduce to a simple formula or positive statement the net result of the relative advantages and disadvantages of differences in labor costs, shop overhead, selling costs, labor efficiency, efficiency of management, etc. There is one figure, however, in which all of these factors find their ultimate reflection and which in the long run, gives a conclusive answer to the question of the relative competitive advantages of the different markets. The figure is the volume of sales, for whatever advantage or disadvantage a market has, will find its expression in the competitive price and resulting volume of sales in that market. Insofar as the Code affects the markets unevenly through wage differentials, its influence upon the markets should be reflected in the statistics of sales.

Owing to limitation of time, it has not been feasible to utilize the Commission's accountants to assemble the figures for the number of garments sold in each market.

The Commission was, therefore, obliged to resort to a short-cut by sending out a questionnaire to all the manufacturers and jobbers in the coat and suit industry in the United States asking for the dollar volume of sales in the first 6 months of 1933 and for corresponding months in 1934. It has not been possible to check these figures on the books of the concerns, but there is no reason to doubt the accuracy of the figures reported.

The representative character of the returns on sales volume is indicated by the figures of Table K-2.

Out of a total of 1328 firms in the United States to which the questionnaire was sent, 908 or 68% replied. In presenting this report of increases and decreases of sales in the several markets, only comparable figures for the two periods have been used. This means that only firms which were in business both in the Spring of 1933 and 1934 have been included in the tabulation of sales given in the first two columns of Table K-1. If a firm was in business only during a part of the Spring season of 1933, its total spring 1934 figures were not used, and only the figures for the months of 1934 corresponding to those which it reported for 1933 were taken. The figures not included in the two year comparison are given in the last two columns of the table under the heading "non-comparable figures."

While the data presented in Table K-1 are incomplete, the comparable figures for the United States as a whole are based on more than 49% or almost one-half of all the concerns in the industry. This is a reliable sample of the country's business, since it includes large, medium and small concerns and represents a large section of each market. Thus, the percentage of firms furnishing comparable figures is 100% in

TABLE K-1

SALES OF COATS AND SUITS

SPRING SEASONS 1933 and 1934
(January 1 to June 30)

DISTRICT	SALES Comparable Figures 1934 Dollars	1933 Dollars	% of Total Sales 1934	1933	Increase or Decrease Amount	Per Cent	SALES Non-Comparable Figures 1934 Dollars	1933 Dollars
New York City and New York State	61,570,370	51,545,518	79.80	80.02	10,024,852	19.45	7,287,417	49,126
New Jersey	375,752	429,855	.48	.67	-(54,103)	-(12.58)	54,446	
Connecticut	719,195	514,508	.93	.79	204,687	39.78	3,815	2,116
TOTAL METROPOLITAN AREA	62,685,317	52,489,881	81.21	81.48	10,175,436	19.38	7,345,678	51,242
Boston (incl. Massachusetts)	1,241,793	1,081,845	1.61	1.68	159,948	14.78	213,722	
*Philadelphia (Incl. Scranton)	1,180,215	1,181,626	1.63	1.84	-(1,411)	-(.11)	140,297	100
Baltimore	1,228,822	694,337	1.59	1.07	534,485	76.97	139,323	
Cleveland (Incl. Ohio)	2,418,113	1,931,786	3.14	2.99	486,327	25.17	559,244	522
St. Louis	624,103	577,719	.80	.90	46,384	8.02		
Kansas City	882,579	651,770	1.15	1.02	230,809	35.41		
**Chicago	3,591,014	2,688,603	4.86	4.18	904,411	33.66	669,051	1,793
Los Angeles	1,512,983	1,616,433	2.09	2.51	-(3,450)	-(.21)	186,880	
San Francisco	946,146	859,600	1.23	1.34	86,546	10.08	111,770	2,053
Portland	564,565	457,183	.73	.70	107,482	23.50	120,069	
Seattle	204,161	188,199	.26	.29	15,962	8.48		
TOTAL	77,159,911	64,416,982	100.00	100.00	12,742,929	19.78	9,496,034	55,710

-(xxx) Indicates decrease

*Philadelphia - City	985,303	954,606	30,697	3.21
Scranton	194,912	227,020	-(32,108)	-(14.14)
**Chicago District includes Illinois, Indiana, Michigan, Wisconsin and Minnesota				
Chicago - City	3,358,458	2,537,540	820,918	32.35
District Outside of Chicago	232,556	149,063	83,493	56.01

TABLE K-2

SCHEDULE SHOWING NUMBER OF SALES INQUIRIES AND REPLIES RECEIVED FOR THE SPRING SEASON OF 1933 and 1934.

	Total No. of Inquiries	Number of Replies Received: Total	Comparable Periods: Replies	Comparable Periods: %	Non-Comparable Periods: 1934	Non-Comparable Periods: 1933	No Figures Submitted
N.Y.C.	915	610	444	49	122	2	42
N.Y. State	7	4	1	14	2	1	
New Jersey	8	4	2	25	2		
Connecticut	4	4	4	100			
Total Metropolitan Area	934	622	451	48	126	3	42
Boston	68	55	33	55	14		8
Philadelphia	36	25	20	56	4		1
Baltimore	21	17	12	57	2		3
Cleveland	25	20	13	52	4		3
St. Louis	12	9	9	75			
Kansas City	7	7	7	100			
*Chicago	91	59	36	40	17		6
Los Angeles	79	51	39	49	7		5
San Francisco	39	29	21	54	7		1
Portland	10	8	6	60	2		
Seattle	6	6	5	83			1
TOTAL	1328	908	652	49	183	3	70
% of Replies		68		49	14		5
*Chicago - City	77	50	30	39	15		5
" District - Outside	14	9	6	43	2		1
TOTAL of Chicago	91	59	36	82	17		6

Connecticut and Kansas City; 83% in Seattle; 75% in St. Louis; 60% in Portland; 57% in Baltimore; 56% in Philadelphia; 55% in Boston; 54% in San Francisco; 52% in Cleveland; 49% in Los Angeles; 49% in New York; and 46% in Chicago.

As will be seen from the figures in Table K-1 the country as a whole shows an increase in sales volume nearly 20%, viz 19.78%.

New York City shows a somewhat smaller increase in dollar volume, namely, 19.45%, and has almost though not quite, held its relative position in the country, its proportion of the total having dropped a mere fraction of one percent i.e., from 80.02 % in 1933 to 79.8% in 1934.

The least favorable showing is made by the State of New Jersey which suffered a loss in dollar volume of 12½%. However, this loss involves chiefly one concern. Next to New Jersey, the least favorable showing is made by Los Angeles which shows a falling off in dollar volume of business of one-fifth of one percent.

The most successful showing by any single market was made by Baltimore which enjoyed an increase in dollar sales volume of almost 77%. Sales increased in that market from $694.337 in Spring 1933 to $1,228,822 in Spring 1934. In this connection it should be stated that four among its largest firms failed to furnish their sales figures.

The next most favorable showing is made by Connecticut with an increase in sales of 39.78% and Kansas City with an increase of 35%. The increase in Kansas City was less than one-half of that in Baltimore.

The following markets, in addition to those just mentioned, show a percentage increase in excess of the country as a whole: Chicago, 33.66%; Cleveland, 25.17%; Portland, 23.5%. It is interesting to note that the cities which were most insistent on increased differentials in their favor, both at the hearings prior to the appointment of this Commission as well as at the Commission's hearings, show larger increases in sales than the country as a whole. Among these are : the outlying district of Chicago, including St. Paul and Minneapolis, Minn., Aurora and Batavia, Illinois, with an increase of 56%; Connecticut, nearly 40%; Kansas City, 35%; Portland, 23.5%. Among the other outstanding complainants, Seattle shows an increase of only 8.48%, while Scranton suffered a loss of over 14%.

SECTION VII.

SUMMARY OF COMPLAINTS AND DEMANDS, WITH THE COMMISSION'S FINDINGS

The resolution creating the Fact-Finding Commission provided among other matters that "the Commission shall study all petitions and demands filed since the adoption of the Coat and Suit Code by particular localities and markets relative to wages and labor classifications".

In pursuance of this mandate, the Commission held hearings in thirteen of the largest centers of the Coat and Suit Industry and studied the complaints and demands of the various factors in the industry throughout the country.

These complaints and demands are summarized herewith tohether with the Commission's findings and conclusions with reference to them.

1. Competition of Section Shops Against Tailoring Shops

The tailoring shops complain that they suffer from the competition of section shops. The complaints against the section shop are based not on the form of its shop organization but on the fact that it employs largely female labor at considerably lower wages than the workers in the tailoring shops. The point was made that while it is true that these lower-paid workers are less skilled in terms of their ability to make a complete garment, they are, nevertheless, more skilled in terms of their ability to produce with greater speed than the higher paid skilled workers who make the entire garment in the tailoring shop. Therefore, it was maintained that the section shop has a cost differential in its favor, of a purely economic nature and not arising from any provision in the Code.

2. Competition of Western Section Shops Against Eastern:

The Eastern section shops, such as Ellis of New Britain, Conn., Seitchick of Camden, N.J., and Linder Bros., of Scranton, Pa., contend that the Western section shops offer them unfair competition because the Western section shops enjoy the benefit of the "semi-skilled" and "apprentices" classifications in the Code. These classifications do not apply to the Eastern area. The contention of the Eastern shops, broadly speaking, is that a section shop can be run with about the same degree of efficiency in one market as in another. They contend that the length of time required to turn an inexperienced worker into a fast worker on simple operations is the same, regardless of the territory in which the shop is located.

Ellis, for example, stated that in his New Britain shop by far the overwhelming majority of the employees have had no previous experience in any of the needle trades but had been drawn from the hardware and metal factories in that town and that, nevertheless,

within a few months he was able to turn out five thousand to six thousand garments a week at the peak of the season.

Some of the Eastern section shop manufacturers stated that they were perfectly willing to continue to pay the present Code wage rates for skilled operators to their section workers provided that the Western section shops were required to pay similar wages. What they want is equality brought about through the extension of the Western "semi-skilled" classifications to the East or through their abolition in the West.

FINDING

The questions dealt with under Complaints 1 and 2 can be best discussed by grouping them together. The Commission finds, as a result of its studies, that the section shop enjoys a favorable differential as against the tailoring shop, due largely to two important factors; (1) the natural technological advantage which the section shop has through its greater sub-division of labor, which enables a girl of little skill and experience in tailoring to acquire the skill of doing a simple operation, after a brief period of training and to perform it with equal or even greater speed than the old time all-around operator is capable of; (2) that these section operators, most of them women, are employed at lower wages with the result that the prevailing earnings in section shops are close to minimum code rates, while the tailoring shops employ chiefly male operators who are paid close to the Code averages.

The Commission finds that in addition to the formal differential provided for in the Code, the Western section shops enjoy lower costs than Eastern section shops because of the special classification of "semi-skilled" workers provided for in the Code for the Western area but not for the Eastern area. The minimum rate for a "semi-skilled" operator in the Western area is 62¢ per hour. A female operator of similar skill receives a minimum of 90¢ per hour in New York and 81¢ in the remaining Eastern area, making a differential of 23 - 30%. The Code thus gives the Western section shops manufacturing the lower grades of merchandise a competitive advantage over similar shops in the Eastern area. In the case of pressers, the differential due to differences in classification rises to 40%.

In addition, the Western area is allowed the classification of apprentices who can be hired at 47¢ an hour and kept at that rate for a period of six months, while the Eastern shops must pay at least minimum rates of 90¢ in New York and 81¢ in the remaining Eastern area to female operators even if they are only beginners. This is equivalent to a differential of 42% to 48% in favor of the West.

It is true, however, that this applies only to not more than 5% of the workers, and them only toward the latter part of the period of their apprenticeship after they have reached comparable speed or skill.

When we compare the Western section shop with the Eastern tailor-

ing shop, which is the predominant type in the East, the difference becomes even greater.

The Relative Strength of the Section Shop and Tailoring Shop System

The Commission finds that the section system and the tailoring system in the Coat and Suit industry differ so greatly that each presents a distinct problem from a technological and administrative point of view.

In the past, full-fledged tailors, both in the men's and women's garment industries, came here from European countries. The virtual cessation of immigration has cut off this supply of skilled tailors. In Europe the training of a tailor begins in his boyhood when he is apprenticed to a master tailor for a period of from five to seven years. In this country, industrial and psychological factors do not favor the training of full-fledged tailors, as experience in the training of such persons has demonstrated. The genius of American industry, the impatience of the young American worker to make rapid progress has forced the breaking up of the tailor's craft into several special crafts such as cutters, pressers, hand-sewers, machine operators, etc. Such is the division of labor among different crafts in the tailoring shop. The section shop has carried the specialization process still further and has sub-divided each of these crafts into several sub-divisions or operations, each operation being simple enough to enable a young worker to learn it rapidly in a few days or weeks and to attain in a few months the necessary speed to enable him or her to earn an adequate wage according to prevailing standards.

It should be added, however, that the section system can be operated most economically when a given style is produced in fairly large volume. Otherwise, it is extremely difficult to maintain a proper balance of production between the several sections in the shop, which results in frequent interruptions of work, causing in turn an increase in shop overhead per unit of output, and thereby, tending to offset the economies effected in direct labor cost. For these reasons, the growth of section shops is necessaryily confined to popular priced merchandise in which the West now largely specializes.

These natural economic impediments in the way of the growth of section shops may serve to explain why the section shop in the coat and suit industry has not grown to the extent it has in the men's clothing industry. Out of a total of 9,200 workers employed in the industry outside of the metropolitan area of New York, only 2,337 workers, or 25% of the total worked in section shops, while the remaining three-fourths of the workers are employed in tailoring shops. In the metropolitan area of New York (including New Jersey and Connecticut) of an approximate total of nearly 44,000 workers, 3,800 or less than 9% are working in section shops. the remaining more than nine-tenths being employed in tailoring shops. The workers employed in all the section shops of the entire country thus constitute but 11½% of the total.

It is necessary to bear this fundamental fact in mind in weighing the problems of the industry created by the section shop and in considering the remedies for any of the existing evils.

3. Code Wage Rates for "Workers of Average Skill":

That clause in Article Fifth of the Code which provides that "in fixing piece-work rates on garments, the same shall be computed on a basis to yield to the worker of average skill of various crafts for each hour of continuous work" certain specified earnings, has been the source of much complaint.

Complaints of non-enforcement of the clause came from the East against the West and from the West against the East. Chicago and some of the Western markets complain that they are no longer able to produce $6.75 and similar merchandise on account of competition from New York because of the ability of New York jobbers to avail themselves of the services of contract shops in New Jersey, where it is claimed the code rates are not enforced. Some of these Western jobbers informed the Commission that they were able to procure their merchandise direct from New Jersey contractors, or from New York jobbers who employed New Jersey contractors, for less money than they could get it manufactured at home.

Cleveland had no complaint to offer against the clause other than the fact that other markets were not enforcing it with the same strictness as was done in Cleveland and thereby Cleveland manufacturers were placed at a great disadvantage.

Those operating tailoring shops complained that the Code "averages" are not being enforced in section shops.

Other markets asked that the above quoted provision for workers of average skill be eliminated from the Code altogether, leaving minimum rates only.

FINDING

The Commission finds that the Code "averages" are being unevenly enforced in the various markets and that they tend to be enforced chiefly in tailoring shops and especially in tailoring shops located in communities where the International Ladies' Garment Workers Union is a strong factor.

The Commission finds that one of the reasons for the difficulty in enforcing the Code "averages" in many section of the country is that the term "worker of average skill", as used in the Code, although sound in principle and in theory, is too vague and elastic to permit of exact and uniform application. The measure of output of a "worker of average skill" will vary not only from city to city, but from shop to shop in the same city, depending upon the skill and speed of the workers, the efficiency of the shop management and last but not least, upon the respective bargaining powers of the workers and employers.

The last mentioned factor probably largely accounts for the fact that the average earnings of operators in tailoring shops tend to be close to the Code average while in the section shops they tend to be close to the Code minimum. The proportion of workers earning Code averages in section shops is very irregular from city to city and even from shop to shop in the same city.

Due to the vagueness of the term "workers of average skill", the enforcement officers in the several districts have each used their own judgment in interpreting the clause. There has been no attempt so far by the Code Authority to lay down a uniform interpretation for the guidance of enforcement officers.

This has resulted in unfair competition not only between market and market but between concerns in the same market. The conscientious manufacturer who tries to live up to the Code is out at a disadvantage by his less conscientious competitor. A premium is thus set on code violations and those who observe it are paying a penalty in the form of higher wages than those who disregard it.

The situation is too unsound to continue, and should be remedied in such a manner as to create clarity and enable the Code Authority to formulate a uniform procedure for all the markets.

4. Differentials:

(a) Shop Overhead

Some of the Western markets asked for greater differentials than those now prevailing in their favor on the ground that their labor is much less skilled than the labor available in New York and that they are out to an additional expense in training apprentices and supervising the work of their semi-skilled workers.

FINDING

With the exception of Kansas City, no proof based on the books of the concerns was submitted to the Commission. Nor does it appear from the Commission's own investigation that indirect labor costs in the West are higher than in the East when comparing shops manufacturing similar garments. As a rule, section shops have higher indirect labor costs than tailoring shops in the same price range although exceptions occur. Kansas City shows the highest indirect labor cost, mostly in its section shops; St. Louis is another high indirect labor cost city although operating on the tailoring system, thus confirming the contention of its representatives that it has high supervisory costs due to the necessity of training and employing inexperienced help. Baltimore shows the lowest indirect labor cost for section shops and is in the low cost group for its tailoring shops.

Owing to the limitations of time, it was impossible for the Commission to obtain comparable detailed indirect labor costs for New York inside shops. Its contract shops have a uniform allowance of 30 to 33% here

of the direct labor cost.

(b) Selling Costs

In practically all of the Western centers at which the Commission held hearings, it was maintained by the manufacturers that they were at a decided disadvantage as against New York with respect to selling expenses. It was repeated in center after center that the local manufacturers were compelled to send salesmen on the road to obtain business whereas the New York manufacturers were in the enviable position of having the customers come to them. It was claimed New York attracted buyers from all over the country and therefore did not have to employ salesmen.

It was maintained in Kansas City and Baltimore that the selling expenses locally were 6.09% and 6.07% of sales, respectively. They believed that New York's cost was only a third of that.

The Commission undertook a study of selling expense in each of the markets visited. Through its accountants in the various markets, detailed analyses of selling expenses were requested and were obtained by the accountants directly. Inasmuch as the accounting records and systems varied considerably from manufacturer to manufacturer, in the reports rendered selling expenses have not been itemized under uniform classifications; nor have all the manufacturers included the same specific items in their figures. Some of the analyses presented are obviously incomplete. In many cases, officers' and executives' salaries were included as selling expenses although it is to be observed that these items frequently are more nearly in the nature of fixed overhead charges rather than items which vary with the volume of sales.

FINDING

Bearing in mind the above qualifications, the data presented to the Commission do not bear out the claim that New York selling costs are exceptionally low. It appears from the following summaries of the highest and lowest selling costs derived from the statistics obtained in each market that the variation of selling costs in each market is as great, and often greater, than the difference between market and market and between New York and Western markets:

SELLING EXPENSE
(Percent of Selling Price)

	Lowest	Highest
Cleveland	7.8% to	15%.
Chicago	(*) 2.3% and	9.7%
St. Louis (For the firm having 14.4%, approximately 5% was for traveling and entertaining. Total selling volume for this firm was $47,000.)	4.2% to	14.4%
Kansas City	3.3% to	8.5%
Los Angeles	2.2% to	6.2%
San Francisco	3.6% to	9.3%
Portland	5.6% to	6.3%
Seattle	6.1% to	16.6%
Boston	4.6% to	7.5%
Philadelphia	4.6% to	10.3%
Baltimore	4.4% to	5.6%

New York - A cost study was undertaken of approximately 25 New York firms. Selling expense figures in detail were obtained for thirteen of these. In the $6.75 wholesale price class, the selling expense ranged from 3% to 5.75% with four of the five firms cited between 5.50% and 5.75%. In the $10.75 price class, the selling expense ranged from 3.47% to 8.69%.

In the $16.75 wholesale price class, the selling expenses (three firms whose figures were available) were 4½%, 10% and 10½%. It is interesting to observe that the selling expense percentage was highest for the firm with the smallest volume and lowest for the firm with the largest volume.

Another group of selling expenses was submitted by one of the New York manufacturing associations. It included tem firms and showed selling expenses ranging from 5⅜% to 11½% of the sales volume.

(*) Exclusive of cost of selling done by executives - amount not available.

From the small sampling obtained by the Commission, covering 23 houses in New York City, it was found that all the houses employed salesmen. Their salaries and selling commissions ranged from less than 1% of sales to 7%. While relatively few of the out-of-town firms reported show-room rentals as an expense, this was a substantial item with the New York firms.

The Commission is not able to state what percentage of New York houses employ or do not employ traveling salesmen. However, where no salesmen are employed, the firm members or executives who take care of the sales draw a fixed salary which constitutes an overhead selling expense, which expense in percentages will vary inversely to the volume of business done and, as a rule, does not mean a saving in selling expense.

It is apparent from the figures gathered by the Commission's accountants that the method of sales promotion varies from firm to firm within a market, which situation obviously makes it impractical to compare selling expenses of one market as a whole with those of another.

So much for the Commission's own study. As regards the claims that selling expenses are lower in New York than in other markets, those making the claims have failed to produce figures from the books of their firms to prove their case.

5. Overtime:

Many of the markets of the country, particularly the smaller markets, asked for a limited period of overtime of four to eight weeks at the peak of the season on the ground that they have a small supply of skilled labor and limited plant space, and are, therefore, unable to expand their forces at the peak of the season. They are thus compelled to lose a certain amount of business which would otherwise be theirs.

Those opposed to overtime pointed out that overtime should not be allowed to one market when other markets were not working at capacity. They also were confident that the maintenance of the present policy against overtime would mean a flattening out of peak production. They claimed that there has already been an appreciable change in the retailer's method of placing orders, and that, warned by the experience of the Fall season, when the retailer found himself unable to get immediate delivery at the height of the season, he anticipated his requirements when placing his orders for Spring 1934 to a much greater degree than in former years.

The opponents of overtime believe that this trend will continue as the retailer learns from experience that he must distribute his orders over a more extended period of time if he is to get deliveries under a 35-hour week.

(TIL

FINDING

The Commission finds that the present policy of refusing permission for overtime to individual concerns or markets, results in great gains to the industry as a whole. It believes that these gains out-weigh any disadvantages that may be suffered by individual firms or markets.

6. Apprentices

Most of the Western markets want an increase in their present apprentice allowance of 5% of the total number of employees provided by the regulations of the Coat and Suit Code Authority. They claim that because of the lack of skilled labor in the markets outside of New York, it is necessary to train continually large numbers of workers

Union representatives in these markets insisted, however, that employers desired more apprentices, not because of a shortage of skilled labor but because they wished to reduce costs by employing apprentices who very quickly learned to perform the simpler operations in their craft as speedily as a full-fledged worker, yet are allowed lower wage rates under the Code.

FINDING

The Commission finds that some of the markets in the West in which the development of the Coat and Suit Industry is of comparatively recent origin and which lack a large supply of workers in other needle industries, are obliged to resort to continuous training of new help in order to maintain an adequate force of skilled workers to take the place of those who leave the industry. This circumstance is further aggravated by the fact that the majority of the employees in this industry in such centers consists of women who leave the industry in larger numbers than men because of marriage and other family reasons.

For details as to availability of needle workers in the several coat and suit markets, reference is made here to Section 3 of this report.

On the other hand, the Commission believes that serious consideration should be given to the apprehension of the Union that a provision for a larger number of apprentices may lend itself to abuses in efforts to lower the wage level of the workers.

The Commission believes that it is feasible to give due weight to both considerations in modifying the present Code provisions with reference to apprentices.

7. Contractors

Article Ninth of the Code, referring to the contract system of manufacturing, states:

> "It is recognized that in the Eastern and Western Areas the methods employed to a very large extent in the production of garments in the coat and suit industry necessitate the employment of contractors and sub-manufacturers; Accordingly, all firms engaged in the coat and suit industry who cause their garments thus to be made by contractors and sub-manufacturers as aforesaid, shall designate the contractors actually required, shall confine and distribute their work equitably to and among them, and shall adhere to the payment of rates for such production in an amount sufficient to enable the contractor or sub-manufacturer to pay the employees the wages and earnings provided for in this Code, together with an allowance for the contractor's overhead.

In pursuance of this provision, the associations of the manufacturers, the jobbers and the contractors of Metropolitan New York have determined by mutual agreement that the allowance for the contractor's overhead shall be 30% of the labor cost on all garments the labor cost of which does not exceed $2.50 and 33-1/3% on all other garments.

This arrangement is in force in the area under the jurisdiction of those three associations. It has not been officially recognized by the Code Authority.

At the hearing held by the Commission in Baltimore as well as in Philadelphia and some of the other centers, the representatives of the local contractors' associations complained of the lack of an arrangement in their cities similar to that prevailing in New York and requested that the Commission recommend to the Code Authority that it take steps for effectuating the provision of Article Ninth of the Code so that all the other cities may have the benefit of an arrangement similar to the one in force in New York where about 85% of the contracting business of the country is said to be done.

The last paragraph of Article Ninth of the Code provides that:

> "To insure the observance of this provision, the Committee named in this Code, together with the Administrator, shall formulate provisions to carry into effect the purpose and intent hereof."

Representatives of the New York Contractors have asked for the strengthening of the provision for equitable distribution of work among a jobber's registered contractors, by providing that in the event of failure to observe this provision on the part of the jobber or manufacturer, the Code Authority or its designated representative shall be vested with the power to order payment, as restitution to the contractor, of an amount equal to the overhead allowance set forth above on the number of garments which he failed to receive as his equitable share.

FINDING

The Commission finds that the contractor is frequently caught between two fires: on the one hand, he must pay the Code wage rates, while on the other, in the absence of enforcement machinery under the Code, keen competition from his fellow contractors frequently leaves him at the mercy of the jobber with the alternative of violating the wage provisions of the Code or of failing to earn his own living, let alone his overhead. The normal business mortality among contractors, which is notorious, is increased by this lack of protection promised to him under the Code but not effectuated so far.

8. Unfair Competition from Other Industries:

The Commission heard complaints in every market of unfair competition suffered by the Coat and Suit Industry from the raincoat, cotton garment and dress industries. It was stated that firms in these industries were manufacturing garments that in the past were manufactured almost exclusively by the Coat and Suit Industry. The competing industries' code wage standards are lower than those for the Coat and Suit Industry and as a result their entry into the field as competitors has been disastrous, it was alleged.

The complainants asked that firms making garments which are normally made in the Coat and Suit Industry be required to pay Coat and Suit code wages. They also asked that the fields of the competing industries be clearly defined, so as to prevent these industries from taking unfair competitive advantage of the Coat and Suit Industry.

FINDING

The Commission finds that there is merit in these contentions. It is aware, however, that great progress along these lines has already been made by the Administration, and calls the situation to the attention of the Administrator for such further action as he may deem necessary.

9. Baltimore

No issue in connection with the Code has aroused such bitter controversy in the Industry as the question of the allocation of Baltimore to the Eastern or Western area. In spite of Baltimore's geographical position on the Atlantic seaboard, Baltimore manufacturers took the position at the time of the adoption of the Code that in respect to labor conditions it was in the same position as cities in the Western area. Baltimore manufacturers, especially those operating section shops, claimed that they had the same problem in training help as the West and

therefore had to have the Western classification of apprentices and of "semi-skilled" operators. They also claimed that, like the West, they were at a disadvantage as against New York in the matter of selling, purchasing and designing and had to make frequent trips to New York and even maintain special selling and buying offices there.

As against their assertions, with regard to labor, New York pointed out that unlike some of the Western cities, Baltimore was an old coat and suit market and had employed thousands of skilled cloak makers in the past and, in addition thereto, was the home of several needle industries upon which the coat and suit industry could draw for skilled workers; it was urged, therefore, that unlike some of the Western cities Baltimore was not in need of apprentices. New York further contended that Baltimore is only a short distance from New York as compared with the Western cities, scattered all the way from Cleveland to the Pacific coast and that the expense of maintaining a selling office in New York was insignificant as compared with the savings in wages which Baltimore effects because of the Western area differentials.

The Code was adopted with Maryland in the Eastern area. Because of the strong objections raised by Baltimore manufacturers, a provision was finally inserted in the Code that "The Baltimore market is included in the Eastern area with the provision that employers' association therein may request the appointment of a Commission by the Administrator to determine after investigation what modification should be granted, if any."

Acting upon the request of the Baltimore manufacturers, the Administrator appointed such a Commission with Professor Jacob H. Hollander of Johns Hopkins University, Baltimore, as Chairman. Associated with Professor Hollander as the other members of the Commission were: Mr. Nathan Hamburger, Counsel for the Baltimore manufacturers and Mr. Charles Kreindler, Vice-President of the International Ladies' Garment Workers Union. Since the other members of the Commission were the direct representatives of the contending interests, the decision rested entirely with Professor Hollander as the sole impartial member of the Commission.

The Commission resolved the question in favor of the Baltimore manufacturers and allocated Baltimore to the Western area. In view of the importance of the considerations which led Professor Hollander to make this disposition of the matter and in order to preserve continuity in the consideration of the subject, it may be well to quote from his decision significant passages which weighed heavily in the scales in shaping his conclusions.

In reviewing the historical background which led to the present condition of the Baltimore market, Professor Hollander said:

> "The Baltimore market has been in existence for more than twenty-five years. During this time it has undergone successive changes so complete and spasmodic as to divest it of real continuity. The industry has been in turn flourishing and prostrate, it has been at times largely unionized and at other times predominantly anti-union; it has sometimes operated on the entire-garment plan and is

at present largely "sectionalized"; male operatives have been succeeded by women and girl "hands"; at one time nation-wide in the selling area, it has now a restricted selling field.

"The present phase of the Baltimore market dates perhaps from the post-war deflation - a matter roughly of ten years. In this contemporary period the industry has passed into new hands, unionization has been shot to pieces, 'sectionalization' has been introduced, male workers have been displaced by women and girls, real earnings have been reduced and working hours lengthened, competitive power has been secured by underselling and extension on non-preferred credit. All of this is to be projected against a background of a Baltimore in which business sentiment and even public opinion has been chill to any effective organization of labor with attendant collective bargaining, and in which the habitual practice of municipal authorities and commercial organizations has been to proclaim to prospective manufacturers seeking new location the advantages of Baltimore as a city of cheap labor and freedom from labor "troubles."

"The industry has now - almost overnight - been confronted with new and radically different conditions. There have been imposed upon it by governmental authority, by public opinion, by administrative supervision, fundamentally different conditions of wages, hours, oversight, workers' organization - all of the new familiar features of the National Recovery Administration. The first phase of this transformation was the "blanket code" to which, as appeared from appeal proceeding before the local grievance committee under the chairmanship of Colonel W. D. A. Anderson, the industry after a brief period adjusted itself. The second phase dated from the approval of the industry code by President Roosevelt on August 4, whereby substantially more drastic provisions were imposed".....

"It thus appears that within a period of four weeks the Baltimore market has suffered two shocks. It seems to the Commission inexpedient and even dangerous that it should in quick succession be exposed to a third. This on two counts: first, on the score of justice it is not fair that a group of manufacturers who have lapsed into socially unsound practices with the tolerance and even approval of public opinion should be made in scapegoat fashion the victim of a new-born conscience. In the second place, it is at variance with the spirit of the National Recovery Administration that the major ends of lessening unemployment and eliminating sweat-shop conditions should be endangered by too swift and too drastic change. It means little that the operation be successful if the patient die. To endanger the positive gains of markedly

better working terms and of prospective increased employment by the risk of business suspension consequent upon too abrupt action, seems to the Commission unwise.

"The Commission has given careful consideration to the arguments presented with great ability by the representatives of the workers and by spokesman of important Eastern area manufacturers, that the Baltimore market should be retained in the Eastern area as provisionally assigned to the Code. The prospect of working conditions uniform throughout the country, subject to the differentials provided in the Code, is attractive in the extreme; but it seems to the Commission in the nature of a goal hereafter to be attained, rather than of a project immediately to be realized. The maladjustments of ten years cannot prudently be eliminated at one stroke. The familiar principle of healthy evolution rather than of perilous revolution might be here invoked. If the Baltimore market can be forthwith raised above submerged working conditions to relatively decent living conditions with the likelihood of increased employment or at least reasonable assurance against reduced employment - an advance has been made of such desirability in itself and of such marked accord with the purposes of the National Recovery Administration, that a bolder and more hazardous course does not command itself. When these gains will have been consolidated, the way lies open for further progress."

From the foregoing citation, it is clear that in resolving the doubt in favor of the Baltimore manufacturers, Professor Hollander recognized the establishment of working conditions uniform throughout the country, subject to the differentials provided in the Code "as a goal hereafter to be attained" and that when the gains of the workers under the Western area wage scale had been consolidated, "the way lies open for further progress". Finally, he stated that the decision was reached with the thought in mind "that the functioning of the Code Authority permits a later reversal should developments so warrant".

The Baltimore market has been operated now under the Western wage scale of the Code for practically a year. The markets which have felt the competition of the sectional shops of Baltimore claim that it has had sufficient time "to consolidate the gains", in the language of the Hollander decision, and that the time has arrived "for further progress".

When the question was first debated before the Hollander Commission, the only opponents of Baltimore came from New York City. During the past year, the ranks of the objectors have been reinforced by the addition of these Eastern markets which have felt the competition of Baltimore, operating under the Western scale. This competition is felt particularly by concerns catering to the mail order trade. These include manufacturers and jobbers in New York City, in New Britain, Conn., and Camden, N. J. All of them are obliged to operate either under the Eastern wage scale or under the still higher scale applicable to New York City.

This disparity in labor cost is further aggravated by the fact that, in addition to Baltimore City proper, the Western allocation has been extended to three Pennsylvania towns in which are located plants working under contract for Baltimore manufacturers: Waynesboro, York and Harrisburg. These towns are located only a short distance from Camden, N. J. and Scranton, Pa., containing sectionalized shops whose owners cannot see by what logic they are denied the same treatment that is accorded to these towns when in the matter of labor conditions, the necessity of training new help and availability of suitable labor they are in all respects in the same position.

The complaint of the competing concerns in the Eastern area is that they are losing business to Baltimore solely because of the unfair competition which Baltimore is able to offer because of the exceptional treatment granted to it under the Code.

As has been pointed out in Section 2 of this report in discussing production costs in different markets (See Section 2 - pages 11, 23, 34, 36, 37, 39 and 46), Baltimore section shops are consistently in the lead as low cost producers, both when comparing costs of a specific garment in different markets, as well as on a comparison of "run-of-shop" costs for competitive houses in comparable price ranges.

Another fact to be borne in mind in considering the Baltimore situation is that the market is composed of two distinct groups: (1) the sectional shops whose owners have been the sole contenders for the allocation of Baltimore to the Western area, and (2) the old style tailoring shops which employ nearly two-thirds (65%) of all the workers in the market. The latter are, for the most part, under union control with the result that the average earnings of their operators and pressers are distinctly above Eastern Code minima, and of the finishers one cent above the Eastern Code minimum. On the other hand, the sectionalized shops are largely non-union and their owners have taken full advantage of the opportunities offered by the classifications and lower rates of the Western scale, with the result that the earnings of their employees are far below the earnings provided for "workers of average skill" even in the Western code scale. As will be seen from Table C 1, the average hourly earnings of the piecework operators in the sectional shops are 85¢ as against $1.03 in the tailoring shops; of finishers 63¢ as against 68¢ in the tailoring shops; of pressers, 96¢ as against $1.16 in the tailoring shops. The question of allocation is thus a matter of concern chiefly to the sectional part of the trade which is given a tremendous advantage over their competitors in the Eastern area.

Just as the manufacturers competing with Baltimore feel their business menaced because of what they regard as an unfair advantage which Baltimore has gained under the Code as a reult of the decision of the Hollander Commission, so does labor feel its interest menaced because of the wage disparities pointed out in the preceding paragraph.

In the opinion of the Union, the allocation of Baltimore to the Western area unjustly deprives the workers of Baltimore of the wage classification which is rightly theirs. In the second place, the Union contends that the continuance of a lower wage scale in one part of the

East which is a natural geographic unit, made up of highly competitive parts, cannot fail to exert a highly depressant effect upon the earnings of all the workers in the Coat and Suit Industry in that region.

FINDING

The Commission finds:

(1) That Baltimore's position as regards availability of labor, necessity for training workers, and distance from the center of the industry, is substantially the same as the position of other Eastern markets outside of New York City;

(2) That as shown in this report, Baltimore section shops enjoy the lowest labor costs per garment in the country, the difference in cost being substantially in excess of the basic differential between the Eastern and Western scales;

(3) That is follows, therefore, that Baltimore section shops have been able to adjust themselves to the wage changes brought about by the Code;

(4) That the Baltimore tailoring shops which employ two-thirds of all the workers in the market are now paying wages substantially higher than the Eastern minimum scale, and, therefore, would not be materially affected by a transfer of Baltimore to the Eastern area;

(5) That Baltimore failed to prove its contention that its selling costs are higher than those of New York, and that there is nothing in the figures obtained through the Commission's own investigation to sustain Baltimore's claim;(*)

(6) That Baltimore's indirect labor costs which include the cost of supervision and training are among the lowest in the country, thus disproving the assertion made by the spokesman of the Baltimore manufacturers at the Commission's hearing that Baltimore was entitled to a differential to offset its higher cost of supervision and training;

(7) That Baltimore's shop overhead is likewise among the lowest in the country;

(8) That in the matter of buying costs Baltimore has failed to submit any figures that would prove that it has higher costs than any other market in the Eastern area, and the Commission has no other ground for believing that Baltimore is at a disadvantage in this regard as compared with any other center subject to the Eastern Code rates;

(9) That the same conclusion applies to the item of freight charges on piece goods, since Baltimore's geographical position is such as to put it on substantially the same footing as other Eastern markets

(*) It should be stated that not all the Baltimore concerns were willing to furnish the figures called for by the Commission. Among those which refused were two of the largest concerns in Baltimore.

TABLE C-1

BALTIMORE MARKET

SEC. 8 P.31

Week Ending March 9, 1934

NUMBER OF EMPLOYEES, HOURS AND EARNINGS FOR EACH MAJOR CRAFT

and the

TOTAL FOR WEEK-WORK TAILOR - PIECE WORK TAILOR OR SECTION

Major Craft		Total No. Employees	Total Hours	Total Earnings	Average Earnings Per Week	Average Hours Per Week	Average Hourly Earnings
WEEK-WORK TAILOR	1 - 1 Cutters	16	507	$ 626	$39.12	31.7	$1.24
	1 - 2 Operators	25	700	467	18.68	28.0	.67
	1 - 3 Finishers	7	217	132	30.99	31.0	.61
	1 - 4 Pressers	5	168	139	28.00	33.6	.83
	1 - 5 Floor Help	6	210	88	14.66	35.0	.42
	1 - 6 Other Mfg.	4	150	98	24.38	37.5	.65
	1 - 7 Non Mfg.	28	1,071	477	17.07	38.3	.45
	TOTAL	91	3,023	$2,029	$22.24	33.2	.67
WEEK-WORK SECTION	2 - 2 Operators	104	3,510	$2,336	$22.46	33.8	$ .67
	2 - 3 Finishers	35	1,132	612	17.67	32.3	.54
	2 - 4 Pressers	28	962	828	29.57	34.4	.86
	2 - 5 Floor-Help	10	356	164	16.40	35.6	.46
	2 - 6 Other Mfg.	1	35	33	32.50	35.0	.93
	TOTAL	178	5,995	$3,973	$22.31	33.6	$ .66
PIECE-WORK TAILOR	3 - 1 Cutters	10	337	344	34.43	33.7	1.02
	3 - 2 Operators	341	9,506	9,827	28.96	27.9	1.03
	3 - 3 Finishers	128	3,264	2,223	17.36	25.5	.68
	3 - 4 Pressers	80	2,325	2,696	33.71	29.1	1.16
	3 - 6 Other Mfg.	3	105	112	37.33	35.0	1.07
	3 - 7 Non Mfg.	1	23	35	34.50	23.0	1.50
	TOTAL	563	15,560	$15,237	$27.06	27.6	$ .98
PIECE-WORK SECTION	4 - 1 Cutters	6	210	239	$39.81	35.0	1.14
	4 - 2 Operators	115	3,486	2,950	25.65	30.3	.85
	4 - 3 Finishers	42	1,204	754	17.96	28.7	.63
	4 - 4 Pressers	12	414	398	33.14	35.0	.96
	4 - 5 Floor-Help	1	35	19	19.04	35.0	.54
	TOTAL	176	5,349	$4,360	$24.77	30.4	.82
NOT CLASSIFIABLE AS TO W.W. or P.W. or TAILOR							
	9 - 2 Operators	1	40	14	14.00	40.0	.35
	9 - 6 Other Mfg.	1	35	65	65.00	35.0	1.86
	9 - 7 Non Mfg.	14	530	304	21.70	37.8	.57
	TOTAL	16	605	383	$23.93	37.8	.63
TOTAL BALTIMORE		1,024	30,532	$25,982	$25.37	29.8	.85

with respect to freight costs;

(10) That Baltimore has failed to substantiate its claim of higher costs under any of the items mentioned by its spokesman, and

(11) That, as shown by the figures on sales volume presented in Section 6, the Baltimore market enjoyed a much greater increase in dollar volume of sales from 1933 to 1934 than did any other market in the industry.

In view of the foregoing, the Commission finds that the enjoyment by the Baltimore market of a differential higher than that accorded to other markets in the East with which it is in direct competition gives it an unfair competitive advantage.

10 New Jersey:

The Commission heard several complaints on its visits to other markets of the competition of New York jobbers in the low price ranges due to their utilizing the services of New Jersey contractors. From its inquiries, the Commission is convinced that these complaints were largely justified due to the fact that there has been a wholesale disregard of the Code rates by New Jersey contractors.

This was caused by the fact that the State of New Jersey adopted a code of its own for the Coat and Suit Industry, creating its own Code Authority, with its own director. It went a step further and provided for a label which might easily be mistaken for the national label and thus set the national code at naught so far as New Jersey was concerned. While some jobbers were able to take advantage of that situation, it was combated by the New York market and vigorously fought and denounced by Mr. George W. Alger, Director of the Coat and Suit Code Authority.

As a result of the efforts made by the officers of the three New York associations in the Coat and Suit Industry and of the Code Authority, a settlement of the conflict was finally reached at the end of April by the terms of which the New Jersey Code Authority has agreed to withdraw its state label.

In the meantime, charges have been preferred against contractors found paying wages below the Code minima. More than $30,000 has been collected by the Code Authority for wage deficiencies and charges for more than $30,000 are pending.

The Commission is assured by all the responsible officers of the Code Authority, who have been directly concerned in this matter, that they are confident that all these obstacles to code enforcement have been removed and that they look forward to effective enforcement of the Code in the coming Fall season.

Respectfully submitted,

COMMISSION FOR THE COAT AND SUIT INDUSTRY
N. I. Stone
Paul F. Brissenden.

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APPENDIX TABLES

TABLE R1

(Run-of-Shop Costs in the Various Markets for the Spring Season, 1934, and Average Hourly Earnings for the Eight Weeks' Period Ended March 31, 1934, by Individual Firms.)

Letter "C" preceding a firm code number indicates a contractor's shop. Code for type of shop: P—Piece work; W—Week work; T—Tailoring shop; S—Section shop. Run of shop costs obtained by accountants; average hourly earnings obtained from payrolls.

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Average sales price	City	Firm code	Type of shop	—Direct labor— Tailoring	Cutting	Indirect labor	Factory overhead	Total shop cost per Garment	—Average hourly earnings.— Operating	Finishing	Pressing	Total
$6.75 HOUSE												
4.80	Camden	38 280	PS	81	08	30	.15	1 34	*97	.71	.98	.92
5.18	Baltimore	C40.011	PS	79(1)	07	07	07	1 00	69	.61	74	68
6.23	Kansas City	70 090	PT	1 50	40	25	.13	2.28	68	53	.64	64
6.84		70.010	PS	1 07	24	.39	.25	1 95	61	.57	70	61
$8.75 HOUSE												
7 40	Kansas City	70.020	PS	1 19	32	78	.26	2 53 (2)	62	.60	.69	62
8 37		70 110	PS	1 11	.16	69	.13	2.09 (3)	.61	57	.70	61
9 21		70.170	PS	1 33	18	.66	.28	2.47	.76	.61	80	74
7 75	Los Angeles	80.430	PT	1 46	17	.11	07	1.81	.99	61	76	83
7.63	San Francisco	90.440	WT	1 51	15	29	09	2 04	.91	.56	95	78
8 25		90.360	WT	1 70	26	20	14	2 30	.91	63	1 12	82
8.62		80.430	WT	2 01	24	07	.15	2 47	1.01	.59	1 16	89
8 89		80.240	WT	1 81	59	09	21	2 70	.78	.55	1 06	74
8 34	Portland	90.040	WT	1 51	29	21	.33	2 34	.64	.63	1 22	88
7 40	Baltimore	40.020	PS	.97	14	.11	12	1 34 (12)	.79	63	1.01	.77
7 97		C40.133	PS	1 09	13	12	14	1 48	.78	.59	.89	73
7 97		C40.131	PT	1 46	13	.12	.10	1 81	1.07	.74	1.30	1 06
9 37		C40.161	PT	2 21	15	10	11	2 57	1.35	.96	1.58	1 29
7 38	Philadelphia	C38.092	PT	1 82	25	27	19	2 53	66	.51	.88	68
8.50		C38.261	PT	2 26	44	24	07	3 01	1 21	70	1 28	1.06
8 75	Boston	C36.351	WT	2 48	23	.24	17	3 12 (4)	1.24	.66	1 18	1.03
$10.75 HOUSE												
10 09	St. Louis	70.180	WT	2 08	42	50	22	3 22 (5)	82	63	1 03	.75
11 60	Kansas City	70.040	WT	1 38	47	14	45	2 44	.64	.65	68	.62
10.50	Los Angeles	80.820	PT	2 09	35	.	16	2.60	1.15	69	.94	97
10.16		60.410	PT	2 11	.36	07	.12	2 66	1.20	.63	.96	97
10.02	San Francisco	90.450	WT	1 85	42	22	18	2 67	84	.55	91	.74
10.07		90.520	WT	2 19	36	17	20	2 92	1 31	58	1 64	1 00
9 86	Portland	90.350	WT	2 46	50	35	22	3 53	.71	59	96	.72
10 32		90.220	PT	2 68	36	.31	20	3 55	79	57	89	71
10 42		90.340	WT	2 25	36	42	31	3 34	.78	58	87	71
10 42		C90.341	PT	2 48	36	23	23	3.30	.74	58	.77	70
10 82	Baltimore	40.210	PT	2 38	60	.32	26	3 46	1 00	81	1 62	1 02
10.75		C40.001	WT	2 14	32	20	10	2 76	1 13	67	1 19	1 00
10.40	Philadelphia	38.160	PT	3 26	88	25	09	4 48	1 40	68	1 51	1.16
$12.75 HOUSE												
11.85	Cleveland	42.240	PT	3 23	61	.23	23	4 30	1 73	74	1.48	1.24
12.50		42.250	PT	3 19	38	18	05	3 80		Incomplete		
12 75		42.191	PS	3 17	55	35	30	4 37	.95	61	1 13	80
12 75	Chicago	C50.354	PT	1 77	17	07	04	2 05	79	66	98	.78
12 75		C50.352	PS	2 02	12	11	08	2 40 (6)	77	61	.75	73
12 75		C52.011	PT	2 56	20	21	18	3 15 (7)	93	.71	1 03	.89
12 75		C52.017	PT	2 74	32	.18	.17	3 41 (8)		Not Available		
12.48	St. Louis	70.030	WT	1 78	26	48	23	2 75	70	60	1 00	70
11.65	L. Angeles	80.770	PT	2 31	42	11	13	2 97	1 39	62	1.13	1.00
12.75		80.360	PT	3.08	34	.	19	3 62	1.23	.87	1 34	1 06
11.97	S Francisco	90.200	WT	2 26	50		27	3 03	1 02	.65	1.36	.93
12 49	Portland	90 390	WT	2 63	46	50	17	3.76	74	.55	.82	.71
12 50	Boston	36.510	WT	3 15	31	39	18	4 03	1 43	1.05	1.29	1 29
12 53		37.010	WT	3 45	50	24	.16	4 35	1 40	94	1 25	1.18
12 53		C36.340	WT	3 17	.38	19	17	3.91		Not Available		
$15.75 HOUSE												
14.50	L. Angeles	80.460	PT	2 87	42		14	3 43	1.11	.72	1 02	90
14.70		80.040	WT	3 23	48	49	34	4 54	1.25	.69	1.53	1 04
13.75	Philadelphia	38.230	PT	3 79	52	19	18	4 68	1 45	.87	1 66	1.27
13.66	Boston	C36.574	WT	3 26	51	24	20	4 21	1 21	.93	1 46	1 16
13 66		C36.575	WT	3 55	48	44	22	4.69	1 33	.88	1 26	1.15
13 66		C36.571	WT	3 43	24	56	22	4 45	1.27	.83	1 47	1.16
13.66		C36.572	WT	3.26	34	.36	11	4 07	1 34	.78	1.50	1.13
$16.75 HOUSE												
16 50	Cleveland	42.210	PS	3 14	46	38	23	4 21	82	68	1 35	.53
18.75		42.190	PT	3 79	.85	99	61	6 24	1 34	65	1 05	1.04
17 12	St. Louis	70.190	WT	3 82	.66	63	.38	6.49	97	61	1 10	.85
15 75	Kansas City	70 050	PS	2 83	42	1 42	83	5 50	68	62	.77	.68
15 85	S. Francisco	90.120	WT	4 21	86	08	36	5.51	1 12	63	1 44	87
15 19	Seattle	90.130	PT	2 95	.85	.20	.32	4 32	70	54	1 03	67
15.42		90 470	WT	3 89	75	•	32	4 96	76	.52	1.10	.72
15.76		90.500	WT	3 06	.86	•	31	4 23	89	.58	1 11	79
16 64		90.090	PT	3 79	66	•	.28	4 73 (9)		Incomplete		
17 24		90.100	PS	3 80	1 09	•	71	5 60 (10)		Not Available		
16 76	Philadelphia	38.100	WT	4 96	93	.31	23	6 43	1.36	85	1 54	1 15
15 71	Boston	36.310	WT	2 83	41	71	17	4 12	1.24	62	1 27	88
17.24		36.590	WT	3 65	57	.52	.34	5 08	1 41	.90	1.26	1.18

(*) Included in figures for Direct Labor

$18.75 HOUSE												
18 13	St. Louis	70.100	PT	5 08	68	59	.32	6 67	1 19	1 73	1 18	.94
19.05		70.060	PT	3.97	39	59	40	5.35	1 14	.78	1 98	1.11
18 17	San Francisco	90.160	WT	4 38	1 07	36	70	6 51	.99	.53	1 19	.84
17.57	Boston	38.400	WT	4 71	36	39	34	5.80	1 38	.65	1 38	1 12
17 46		C36.170	WT	4 06	36	.55	28	5 27	81	.92	1 00	.91
17 46		C37.010	WT	3 41	60	.24	16	4.31	1 40	.94	1 25	1.18
$20.75 AND UP HOUSE												
19 70	Cleveland	42.120	PT	4 63	63	.94	61	6.81	1 47	65	1 10	1.09
19 75		42.050	PT	4 14	65	.27	18	5 24	1 43	.74	1 08	1 15
20.19	Chicago	50.650	PT	4 30	90	.35	34	5 79	1 00	89	1 13	1.00
21.14		50.360	PT	5 41	92	57	.32	7 22	1 16	.90	1 83	1 14
23.89		50.430	PT	5 10	94	.38	43	6 83 (11)	1 26	.78	1 45	1.10
21.91	St. Louis	70.200	PT	5 73	70	.87	24	7 34	1 34	.70	1 56	1.10
19.75	Los Angeles	80 710	PT	3 89	78	21	.19	5 07	1.22	81	1 18	1 02
23 30	Phila.	38.050	PT	5.38	84	.59	18	6.99	1 40	92	1.82	1.22
25 09		38.250	PT	4 70	.36		.17	5 23	1 21	1 09	2 05	1 27
30.19	Chicago	50.380	PT	5 88	1 29	.22	41	7.80	1 18	.93	1.84	1.13

NOTES:

(1)—This figure must be supplemented by wage deficiencies paid to Code Authority—approximately 10% of direct labor.

(2)—This figure must be supplemented by wage deficiencies paid to Code Authority—approximately 4c per garment.

(3)—This figure must be supplemeoted by wage deficiencies paid to Code Authority—approximately 2c per garment.

(4)—This figure must be supplemented by wage deficiencies paid to Code Authority—approximately 3c per garment.

(5)—This figure may be supplemented by wage deficiency assessment pending—approximately 35c per garment.

(6)—This figure must be supplemented by wage deficiencies paid to Code Authority—approximately 2c per garment.

(7)—This figure may be supplemented by wage deficiency assessment pending—approximately 5c per garment.

(8)—This figure must be supplemented by wage deficiencies paid to Code Authority—approximately 10c per garment.

(9)—This figure must be supplemented by wage deficiencies paid to Code Authority—approximately 2c per garment.

(10)—This figure must be supplemented by wage deficiencies paid to Code Authority—approximately 8c per garment.

(11)—This figure must be supplemented by wage deficiencies paid to Code Authority—approximately 3c per garment.

(12)—This figure must be supplemented by wage deficiencies paid to Code Authority—approximately 12c per garment.

TABLE R 1A

(TAILORING COSTS AND AVERAGE HOURLY EARNINGS IN THE NEW YORK MARKET
BASED UPON PAYROLLS FOR THE EIGHT WEEK PERIOD ENDED MARCH 31, 1934)

Details of Wage Deficiencies not yet available
Code for Type of Shop: P-Piece Work; W-Week Work; S-Section Shop

	1	2	3	4	5	6	7	8	9	10	11	12
					Tailoring Cost				Average Hourly Earnings			
$6.75 HOUSES	Firm Code#		Grade	Type of Shop	Operating	Finishing	Pressing	Total	Operating	Finishing	Pressing	Weighted Total
Jobber	4,190											
Contractor	4,193		1-2	P	1.11	.40	.40	1.91	1.28	.84	1.34	1.17
"	4,192		1-2	P	.94	.42	.38	1.74	1.70	1.19	1.93	1.58
"	4,191		1-2	P	1.11	.42	.41	1.94	1.22	1.31	1.60	1.31
Average					1.01	.42	.39	1.82	1.45	1.12	1.69	1.40
Jobber	6,260											
Contractor	15,037		1	P	1.25	.25	.36	1.86	1.17	.69	1.35	1.09
"	15,066*		1	P	1.09	.43	.45	1.97	1.51	1.07	1.97	1.45
Average					1.14	.38	.42	1.94	1.37	.96	1.76	1.33
Jobber	1,940											
Contractor	1,941		1-2	P	1.05	.14	.37	1.56	1.43	.82	2.30	1.47
"	1,943		1-2	P	1.10	.16	.37	1.63	1.53	.95	1.65	1.47
"	15,203		1-2	P	1.07	.18	.38	1.63	1.33	1.02	2.01	1.39
"	1,942		1-2	W	.80	.27	.26	1.33	1.14	.99	1.40	1.15
Average					1.01	.19	.35	1.55	1.36	.95	1.84	1.37
Jobber	6,930											
Contractor	6,934		1	W	.76	.10	.18	1.04	1.45	.94	1.42	1.38
"	6,931		1	W	.74	.21	.22	1.17	1.25	.97	1.49	1.22
Average					.76	.12	.19	1.07	1.42	.95	1.43	1.35
Jobber	760											
Contractor	761		2-3	P	1.13	.53	.39	2.05	1.57	1.16	1.41	1.41
Jobber	2,950-60 (Average Sales Price 6.12)											
Contractor	2,952		1-2	P	.91	.27	.25	1.43	1.06	.92	1.47	1.08
"	2,953		1-2	P	.84	.25	.25	1.34	1.17	.96	1.48	1.17
"	2,954		1-2	P	.80	.24	.26	1.30	1.08	.75	1.18	1.00
"	2,957		1-2	P	.96	.25	.29	1.52	1.05	.93	1.45	1.09
"	2,958		1-2	P	.92	.26	.23	1.41	1.18	.91	1.42	1.15
"	2,951		1-2	P	.71	.22	.24	1.17	.95	.97	1.45	1.03
"	2,962		1-2	P	.92	.22	.28	1.42	1.25	.80	1.30	1.16
"	2,963		1-2	P	.98	.50	.36	1.84	1.66	1.99	1.80	1.77
"	2,955		1-2	W	.66	.21	.15	1.02	.95	.68	1.01	.88
"	2,959		1-2	P	.71	.40	.26	1.37	1.08	.99	1.08	1.05
"	2,956		1-2	P	.88	.30	.30	1.48	1.06	1.01	1.27	1.09
Average					.85	.28	.26	1.39	1.14	.97	1.35	1.13

* Subject to correction.

TABLE R 1A

	1	2	3	4	5	6	7	8	9	10	11	12	
					Tailoring Cost				Average Hourly Earnings				
	Firm Code#		Grade	Type of shop	Operating	Finishing	Pressing	Total	Operating	Finishing	Pressing	Weighted Total	
$6.75 HOUSES CONT'D.													
Jobber	2,091		1	WS	.43	.11	.13	.67	.81	.57	.97	.78	(Connecticut)
Jobber	5,350	(Average Sales Price 5.38)											
Contractor	5,351		1	WS	.83	.22	.12	1.17	.94	.78	1.11	.92	(Brooklyn, N.Y.)
"	5,352		1	WS	.88	.22	.18	1.28	1.01	.84	1.08	.99	(Brooklyn, N.Y.)
Average					.83	.22	.13	1.18	.95	.79	1.10	.93	
Jobber	1,970												
Contractor	1,972		1	P	1.08	.43	.40	1.91	1.23	1.20	1.28	1.23	
"	15,055		1	P	.79	.18	.27	1.24	1.05	.83	1.22	1.04	
"	1,973		1	P	.96	.32	.36	1.64	1.03	.85	1.12	1.01	
"	1,974		1	P	1.08	.35	.42	1.85	1.07	.98	1.35	1.11	
Average					.95	.31	.35	1.62	1.09	.90	1.22	1.09	
$10.75 HOUSES													
Jobber	400	(Average Sales Price $10.02)											
Contractor	401		2	P	1.32	.85	.61	2.94	1.52	1.27	1.93	1.50	
"	407		2	P	1.18	.69	.57	2.58	1.55	1.27	1.50	1.40	
"	408		2	P	1.32	.56	.56	2.59	1.51	1.34	2.09	1.56	
"	406		2	P	1.17	.82	.61	2.78	1.80	1.13	1.62	1.48	
"	409		2	P	1.20	.38	.45	2.13	1.40	1.03	1.96	1.40	
"	405		2	P	1.14	.70	.58	2.56	1.26	1.09	1.64	1.28	
Average					1.22	.67	.47	2.36	1.49	1.18	1.46	1.38	
Jobber	2,430												
Contractor	2,431		3	P	1.63	.51	.63	2.92	1.61	1.55	2.41	1.73	
"	2,432		3	P	1.34	.52	.57	2.57	1.84	1.46	1.77	1.73	
"	2,433		3	P	1.72	.39	.05	2.88	2.12	1.19	2.87	.83	
"	2,434		3	P	1.73	.59	.59	3.03	1.72	1.01	2.23	1.57	
"	2,435		3	P	1.62	.00	.54	3.09	2.05	1.24	2.93	1.75	
"	2,436		3	P	1.82	.31	.04	2.86	1.89	1.27	2.96	1.94	
"	2,437		3	P	1.54	.65	.57	2.86	1.69	.82	1.83	1.37	
"	2,439		3	P	1.83	.02	.50	3.15	1.95	1.16	2.32	1.76	
"	15,204		3	P	1.39	.54	.48	2.52	1.77	1.35	1.73	1.65	
Average					1.61	.51	.54	2.66	1.85	1.19	1.18	1.52	
Jobber	5,240												
Contractor	5,249		1-2	P	1.13	.30	.49	1.92	1.36	1.12	1.72	1.39	
"	5,246		1-2	P	1.32	.47	.23	2.02	1.33	.91	1.42	1.21	
"	5,244		1-2	P	1.18	.45	.49	2.12	1.49	.85	1.57	1.30	
"	5,245		1-2	P	.99	.48	.40	1.87	1.39	.97	1.86	1.32	
"	5,243		1-2	P	1.16	.65	.47	2.28	1.40	1.23	1.55	1.37	
"	5,242		1-2	P	1.06	.57	.47	2.10	1.51	.87	1.55	1.26	
"	5,241		1-2	P	.72	.22	.41	1.35	1.25	.82	1.08	1.10	
"	5,248		1-2	P	1.31	.41	.50	2.22	1.21	1.02	1.00	1.23	
Average					1.12	.47	.44	2.03	1.40	.96	1.58	1.29	

TABLE R 1A

1	2	3	4	5	6	7	8	9	10	11	12	
				Tailoring Cost				Average Hourly Earnings				
Firm Code#		Grade	Type of Shop	Operating	Finishing	Pressing	Total	Operating	Finishing	Pressing	Weighted Total	
$10.75 HOUSES CONT'D												
Jobber 8,090												
Inside Shop 8,090		1-2	P	1.10	.61	.42	1.83	1.85	1.10	1.92	1.67	
Contractor 8,093		2	P	1.04	.38	.36	1.78	1.42	.97	1.89	1.31	
" 8,094		1-2	P	.91	.36	.46	1.73	1.19	.97	1.69	1.23	
" 8,091		1-2	P	.88	.42	.34	1.64	1.22	1.07	1.42	1.21	
" 15,021		1-2	P	.56	.08	.20	.84	1.05	.70	1.42	1.06	
Average				.97	.36	.38	1.71	1.39	1.03	1.69	1.35	
Jobber 560												
Contractor 561		2	P	1.30	.40	.52	2.22	1.51	1.12	1.48	1.41	
Jobber 7,760-70 (Average Sales Price 11.00)												
Contractor 7,760		2-3	P	1.22	.42	.48	2.12	1.50	1.02	1.41	1.35	
" 7,767		2-3	P	.87	.41	.34	1.62	1.48	.93	1.31	1.26	
" 7,761		2-3	P	1.26	.43	.52	2.21	1.50	.93	1.66	1.37	
" 7,774		2-3	P	1.37	.05	.43	2.45	1.63	.95	1.98	1.40	
" 7,765		2-3	P	1.21	.49	.53	2.23	1.39	1.18	3.88	1.57	
" 7,762		2-3	P	1.19	.39	.43	2.01	1.37	1.01	2.03	1.37	
" 7,777		2-3	P	1.51	.01	.56	2.70	1.35	.60	1.45	1.06	
" 7,764		2-3	P	1.32	.59	.54	2.45	1.51	1.29	2.09	1.54	
" 7,769		2-3	P	1.24	.53	.51	2.28	1.56	1.05	1.87	1.45	
" 7,773		2-3	P	1.15	.50	.50	2.15	1.13	1.09	1.29	1.15	
" 7,768		2-3	P	1.48	.49	.58	2.55	1.44	.97	1.49	1.32	
" 7,772		2-3	P	1.30	.62	.50	2.42	1.77	1.21	2.35	1.66	
Average				1.20	.49	.48	2.17	1.48	1.02	1.87	1.40	
Jobber (3,380-90-3,400)												
Contractor 3,404		2-3	P	1.16	.42	.54	2.12	1.52	1.10	2.09	1.51	
" 3,386		2-3	P	1.25	.77	.55	2.57	1.58	1.13	1.73	1.44	
" 3,385		2-3	P	1.31	.68	.64	2.63	1.54	1.19	1.78	1.48	
" 3,382		2-3	P	1.30	.61	.50	2.41	1.63	1.04	1.54	1.41	
" 3,388		2	P	1.07	.51	.46	2.04	1.30	1.15	2.11	1.37	
" 3,391		2	P	1.27	.62	.59	2.50	1.54	1.03	2.19	1.46	
" 3,387		2	P	1.45	.98	.61	3.04	1.96	1.18	1.91	1.61	
" 3,399		2-3	P	1.55	.73	.53	2.81	1.45	.98	1.93	1.34	
" 3,395		2	P	1.21	.77	.54	2.52	1.23	1.12	1.52	1.24	
				1.28	.66	.55	2.49	1.53	1.11	1.85	1.44	
Jobber 8,110 (Average Sales Price 10.00)												
Contractor 8,118		2	P	.72	.28	.22	1.22	1.57	.91	1.63	1.35	
" 8,121		2	P	1.14	.50	.42	2.06	1.12	1.00	1.60	1.15	
" 8,111		2	P	1.17	.31	.45	1.93	1.17	.73	1.73	1.15	(Passaic,N.J.)
" 15,053		2	P	1.14	.32	.45	1.91	1.71	1.09	2.33	1.66	
" 8,112		2	P	1.06	.43	.39	1.88	1.40	1.24	2.16	1.47	
" 8,115		2	P	.99	.39	.35	1.73	1.55	.99	2.05	1.44	
" 8,116		2	P	1.11	.41	.44	1.96	1.41	1.03	1.37	1.30	
" 8,124		2	P	1.01	.46	.41	1.88	1.52	.75	1.57	1.22	

TABLE R 1A

T286

	1 Firm Code#	2	3 Grade	4 Type of Shop	5 Tailoring Cost Operating	6 Finishing	7 Pressing	8 Total	9 Average Hourly Earnings Operating	10 Finishing	11 Pressing	12 Weighted Total	
$10.75 HOUSES CONT'D													
Contractors	8,125		2	P	1.10	.22	.27	1.59	1.31	.71	1.18	1.15	(Norwalk, Conn.)
"	8,123		2	P	1.09	.24	.39	1.72	1.21	.95	2.59	1.32	
"	8,122		2	P	1.13	.47	.43	2.03	1.26	.92	1.50	1.20	(Lodi, N.J.)
"	15,184		2	P	1.42	.76	.51	2.79	1.35	1.15	1.45	1.30	
"	8,117		2	P	1.06	.47	.45	1.98	1.46	1.22	1.47	1.40	
"	8,126		2	P	1.19	.44	.46	2.09	1.80	.93	1.79	1.51	
Average					1.08	.38	.40	1.86	1.39	.95	1.70	1.32	
Jobber	1,360	(Average Sales Price 11.85)											
Inside Shop	1,360		3-4	W	1.20	.70	.52	2.42	1.49	1.04	2.03	1.40	
Contractor	1,361		3-4	W	1.18	.63	.57	2.38	1.55	1.12	1.43	1.38	
Average					1.20	.69	.53	2.42	1.50	1.05	1.88	1.40	
$16.75 HOUSES													
Jobber	1,240												
Contractor	1,241		2-3	P	1.15	.72	.59	2.46	1.53	1.04	1.77	1.38	
"	1,242		2-3	P	1.25	.81	.70	2.76	1.73	1.22	1.86	1.56	
"	1,243		2-3	P	1.29	.93	.67	2.89	1.59	1.24	1.88	1.51	
"	1,244		2-3	P	1.20	.69	.52	2.41	1.74	1.46	2.12	1.71	
"	1,245		2-3	P	1.21	.62	.63	2.46	2.01	1.07	2.31	1.69	
"	1,246		2-3	P	1.00	.60	.53	2.13	1.68	1.21	2.56	1.63	
Average					1.18	.72	.60	2.50	1.71	1.20	2.05	1.58	
Jobber	4,480												
Contractor	4,486		3-4	P	1.66	1.21	.77	3.64	1.43	1.26	1.96	1.45	
"	4,485		3-4	P	1.42	.97	.76	3.15	1.48	1.06	2.09	1.41	
"	4,481		3-4	P	1.42	1.14	.72	3.28	1.69	1.15	1.99	1.50	
"	4,482		3-4	P	1.36	.63	.64	2.63	1.58	1.09	2.06	1.50	
Average					1.45	.93	.71	3.08	1.55	1.14	2.02	1.47	
Jobber	3,580		2	P	1.42	.69	.37	2.48	1.60	1.10	1.79	1.45	
		(Average Sales Price 13.23)											
Jobber	4,060												
Contractor	15,014		2-3	P	1.44	.72	.61	2.77	1.68	1.05	2.34	1.54	
"	4,063		2-3	P	1.49	.82	.64	2.95	1.38	.96	1.42	1.24	
"	4,061		2-3	P	1.34	.63	.59	2.56	1.55	1.11	1.33	1.37	
"	4,064		2-3	P	.99	.52	.47	1.98	1.50	1.01	1.86	1.39	
"	4,062		2-3	P	1.11	.50	.47	2.08	1.55	1.10	1.45	1.39	
	4,065		2-3	P	1.25	.56	.57	2.38	1.72	1.22	2.02	1.62	
Average					1.23	.59	.54	2.36	1.57	1.08	1.65	1.43	
Jobber	3,660												
Contractor	3,662		2-3	P	1.40	1.14	.68	3.28	1.60	1.14	2.03	1.46	
"	3,661		2-3	P	1.34	1.04	.74	3.12	1.28	1.01	1.58	1.23	
"	3,664		2-3	P	1.43	1.07	.74	2.24	1.43	1.03	1.41	1.20	
"	3,063		2-3	P	1.39	.97	.69	3.05	1.66	.94	1.71	1.54	
Average					1.40	1.06	.71	3.17	1.47	1.04	1.64	1.32	

TABLE R 1A

1	2	3	4	5	6	7	8	9	10	11	12
				Tailoring Cost				Average Hourly Earnings			
Firm Code#		Grade	Type of Shop	Operating	Finishing	Pressing	Total	Operating	Finishing	Pressing	Weighted Total
$16.75 HOUSES CONT'D.											
Jobber 9,070											
Contractor 9,071		3	P	1.22	.93	.59	2.74	1.37	1.22	2.01	1.40
" 9,072		3	P	1.44	.73	.64	2.81	1.37	.90	1.97	1.28
Average				1.32	.84	.61	2.77	1.37	1.06	1.99	1.35
Jobber 8,050	(Average Sales Price 16.32)			1.37	.90	.55	2.88	1.72	1.12	1.59	1.44
Jobber 3,390-3400											
Contractor 3,402		2-3	P	1.34	.83	.61	2.78	1.41	1.04	1.53	1.30
" 3,396		2-3	P	1.79	1.23	.95	3.97	1.88	1.19	2.04	1.62
" 3,408		2-3	P	1.28	.66	.56	2.50	1.88	1.00	1.72	1.53
" 3,398		2-3	P	1.56	1.32	.72	3.60	1.72	1.04	1.82	1.40
" 3,384		2-3	P	1.48	1.19	.50	3.17	1.49	1.14	2.14	1.44
" 3,401		2-3	P	1.70	.73	.68	3.11	1.50	1.25	1.78	1.48
" 3,381		2-3	P	1.38	.89	.59	2.86	1.45	1.10	1.46	1.32
" 3,392		3	P	1.29	.84	.53	2.66	1.42	1.18	1.62	1.37
" 3,393		3	P	1.42	.97	.47	2.86	1.58	1.39	1.61	1.52
" 3,406		2-3	P	.77	.38	.38	1.53	1.29	1.38	1.95	1.43
Average				1.38	.89	.58	2.85	1.62	1.13	1.90	1.46
Jobber 2,470	(Average Sales Price 20.00)										
Inside Shop 2,470		2-3	P	.83	.46	.56	1.85	1.92	1.07	1.87	1.60
Contractor 15,007		2-3	P	1.07	.72	.36	2.15	1.33	.93	1.37	1.17
" 2,472		3-4	P	.85	.51	.43	1.79	1.16	.98	1.43	1.15
" 2,474		2-3	P	1.14	.72	.62	2.48	1.50	1.10	1.69	1.39
" 15,091		2-3	P	1.04	.71	.54	2.29	1.68	1.04	1.73	1.42
" 2,475		2-3	P	1.12	.67	.45	2.24	1.55	1.06	1.98	1.42
" 15,179		2-3	P	1.28	.63	.47	2.38	1.66	1.30	1.79	1.57
" 2,476		2-3	P	1.03	.66	.41	2.10	1.56	.94	1.39	1.27
" 2,477		2-3	P	1.31	.39	.51	2.21	1.09	.96	1.54	1.14
" 15,017		2-3	P	1.50	.99	.64	3.13	1.61	1.08	2.53	1.47
Average				1.14	.63	.50	2.27	1.53	1.10	1.76	1.41

TABLE C-1

SUMMARY OF COST OF PRODUCTION OF A SPECIFIC GARMENT IN DIFFERENT MARKETS

IN COMPARISON WITH RUN OF SHOP COSTS

Sport Type Polo Coat - Raglan Sleeves - Manish Notch Ulster Type Collar
Plain Side Seams - Raised Top Sleeve Seam - Separate All Around Cuff - Regular Welt Pockets -
3 Hand Made Button Holes - All Around Belt - Collar Facings - Arm Holes - Top Sleeve Seam -
Cuffs - Pockets and Belt Edge Stitched.

1	2		3	4	5	6		7	8	9	10	11	12	13	14		15	16			
															Run of Shop Cost			Average Hourly Earnings			
Grade Classification	Firm	and Location	Type of Shop	Operating all machine work	Finishing all Hand Work	Pressing Hand and Machine		Cutting	Total Direct Labor	Total Indirect Labor	Total Shop Overhead	Total Shop Cost	Total Paid to Contractor	Selling Price	(a) Direct Labor	(b) Total Shop	Average Selling Price	(a) Operators	(b) Finishers	(c) Pressers	(d) Total
1	Minos	30 New York	T-W	$ .61	$ .09	$ .12	.25	$.09	$ .81	--	$.24	--	$1.05	$5.60	$ .62	$1.07	--	$ .86	$ .64	$1.11	$ .89
1	Minos	16066 New York	T-W	.58	.11	.13		.10	.92	--	.28	--	1.20	6.76	2.22	2.89	5.43	1.51	1.07	1.87	1.45
1	Minos	38280 Camden	S-P	.59	.10	.13		.08	.90	.39	.16	1.35	--	4.75	.69	1.34	4.80	--	--	--	--
1	Minos	40011 Balt.	S-P	.71	.14	.17		.07	1.08	.07	.07	1.23	--	5.60	.66	1.00	5.18	--	--	--	--
1		8090 New York	T-P	1.05	.25	.35		.19	1.84	--	--	--	--	8.75	2.06	--	--	1.98	1.10	1.82	1.67
1		Hammondton, N.J.	S-P	.72	.21	.20		.15	1.28(4)	--	--	--	--	8.75	--	--	--	--	--	--	--
1		38092 Phila.	T-P	.96	.25	.35		.25	1.80	.27	.19	2.26	--	6.76	2.07	2.63	7.38	.86	.51	.88	.66
1		40131 Balt.	T-P	.94	.17	.30		.13	1.54	.12	.10	1.76	--	6.76	1.69	1.81	7.97	1.07	.74	1.30	1.08
1		40133 York,Pa.	S-P	.68	.14	.26		.13	1.20	.12	.14	1.46	--	6.76	1.22	1.48	7.97	.78	.69	.89	.75
1		40070 Balt.	S-P	.73	.15	.19		.14	1.21(5)	.11	.12	1.44	--	6.75	1.11	1.34	7.40	.78	.63	1.01	.77
1		40170 Balt.	S-P	.72	.23	.16		.10	1.23	--	--	--	--	8.76	--	--	--	.72	.61	1.22	.76
1		70170 Kansas City	S-P	.80	.28	.17		.18	1.43(6)	.68	.86	2.39	--	10.76	1.61	2.47	9.21	.76	.61	.80	.74
1		70110 "	S-P	.87	.26	.20		.16	1.49(7)	.69	.13	2.31	--	8.76	1.27	2.08	8.37	.61	.67	.70	.61
1		70010 "	S-P	.70	.25	.35		.24	1.54(8)	.39	.25	2.18	--	10.76	1.31	1.95	8.84	.64	.63	.82	.68
1		90040 Portland	S-P	1.00	.40	.22		.29	1.91	.21	.33	2.45	--	10.76	1.80	2.34	8.34	.64	.63	1.22	.68
1		2470 New York	T-P	1.00	.40	.45		.40	2.25	--	--	--	--	10.75	2.10	--	20.00	1.92	1.07	1.87	1.60
2		8126 New York	T-P	1.25	.43	.40		.33	2.43	--	--	--	--	8.76	2.34	--	10.00	1.80	.93	1.78	1.51
2		3381 New York	T-P	1.50	.65	.55		.26	2.96	--	--	--	--	8.76	3.21	4.28	--	1.45	1.10	1.46	1.32
2		2563 New York	T-P	1.35	.80	.50		.20	2.85	--	--	--	--	10.75	--	--	--	--	--	--	--
2		3252 New York	T-P	1.45	.50	.50		.25	2.70	--	--	--	--	10.75	--	--	--	--	--	--	--
2		303 New York	T-P	1.40	.60	.60		.20	2.80	--	--	--	--	12.75	--	--	--	--	--	--	--
2		38261 Phila.	T-P	1.35	.30	.30		.44	2.59	.24	.07	2.90	--	8.76	2.70	3.01	8.50	1.21	.70	1.28	1.08
2		40160 Balt.	T-P	1.35	.33	.35		.15	2.18	.10	.11	2.39	--	10.76	2.36	2.67	8.37	--	--	--	--
2		90220 Portland	T-P	1.22	.60	.35		.36	2.45	.31	.20	2.94	--	10.75	3.04	3.66	10.32	.78	.67	.89	.71
2		90340 Portland	S-P	.98	.68	.43		.36	2.36	.42	.31	3.09	--	10.76	2.61	3.34	10.42	.76	.68	.87	.71
2 - 3		3580 New York	T-P	1.10	.55	.55		.09	2.29	--	--	--	--	10.75	2.89	--	13.23	1.60	1.10	1.79	1.45
2 - 3		50031 Chicago	T-P	1.10	.50	.40		.32	2.42	.18	.17	2.77	--	10.76	3.06	3.41	12.76	--	--	--	--
3		8200 New York	T-P	1.65	.85	1.15	(1)	.40	4.05	--	--	--	--	10.75	--	--	--	--	--	--	--
3		3395 New York	T-P	1.80	.86	.60		.19	3.44	--	--	--	--	12.75	2.77	3.68	--	1.23	1.12	1.62	1.22
3		7430 New York	T-P	1.75	1.26	.70		.50	4.20	--	--	--	--	16.75	--	--	--	--	--	--	--
3		62010 Chicago	T-P	1.40	.65	.40		.25	2.70	--	--	--	--	10.75	--	--	--	--	--	--	--
3		50351 Chicago	T-P	1.30	.70	.40		.20	2.60	.21	.18	2.99	--	13.75	2.75	3.15	12.75	--	--	--	--
3		42240 Cleveland	T-P	1.72	.78	.38		.38	3.50	.18	.05	3.83	--	13.75	3.67	3.80	12.50	--	--	--	--
3		80410 Los Ang.	T-P	1.50	.66	.31		.36	2.82	.07	.12	3.01	--	10.75	2.47	2.66	10.76	1.20	.53	.86	.92
3		80040 Los Ang.	T-P	1.50	.75	.50		.48	3.33	.82	.34	4.48	--	12.75	3.71	4.54	14.75	1.25	.68	1.63	1.04
3		80170 Los Ang.	T-P	1.40	.50	.65		.50	3.16	--	--	--	--	12.76	--	--	--	--	--	--	--
3		80770 Los Ang.	T-P	1.40	.67	.32		.42	2.81	.11	.13	3.06	--	12.75	2.73	2.97	11.65	1.39	.62	1.13	1.00
3		38160 Phila.	T-P	1.80	.72	.55		.88	3.95	.26	.09	4.29	--	10.75	4.14	4.48	10.48	1.40	.68	1.61	1.16
3		90470 Seattle	T-P	1.40	.75	.65		.76	3.56	--	.32	3.87	--	12.75	4.64	4.96	15.42	.78	.52	1.10	.72
3 - 4		42080 Cleveland	T-P	2.60	.78	.75		.65	4.68	.27	.18	5.13	--	16.75	4.79	5.24	19.75	1.43	.74	1.08	1.16
3 - 4		42120 Cleveland	T-P	2.15	.86	.76		.63	4.40	.94	.61	5.85	--	16.75	5.26	5.81	19.70	1.47	.65	1.10	1.08
3 - 4		42210 Cleveland	S-P	1.85	1.05	(2)	.45	.48	3.81	.38	.23	4.42	--	16.76	3.60	4.21	16.60	.82	.68	1.35	.83
3 - 4		42190 Cleveland	T-P	2.35	.90	.50		.85	4.70	.99	.61	6.30	--	18.75	4.64	8.24	16.75	1.34	.85	1.06	1.04
3 - 4		38180 Scranton, Pa.	S-P	1.46	.82	.44		1.13(3)	3.85	--	--	--	--	16.75	--	--	--	--	--	--	--
3 - 4		90100 Seattle	S-P	1.15	.80	.60		.35	3.40	--	.71	4.11	--	16.76	4.69	5.50	17.24	--	--	--	--
3 - 4		70060 St. Louis	T-P	2.20	.80	.76		.39	4.14	.68	.40	6.13	--	16.75	4.36	5.36	19.05	1.14	.78	1.96	1.11
3 - 4		70200 St. Louis	T-P	1.95	.75	.85		.52	4.07	.50	.17	4.74	--	16.75	5.45	7.34	21.91	1.34	.70	1.58	1.10
3 - 4		5850 Chicago	T-P	1.75	.85	.80		.76	4.15	--	--	--	--	14.75	--	--	--	--	--	--	--
4		3350 New York	T-P	2.05	1.30	.80		.26	4.40	--	--	--	--	18.75	--	--	--	--	--	--	--
4 - 5		38080 Phila.	T-P	2.60	1.26	.85		.84	5.44	.59	.18	6.21	--	16.76	6.22	6.99	23.30	--	--	--	--
4 - 5		38250 Phila.	T-P	2.45	1.30	.85		.36	4.96	--	.17	6.13	--	16.76	6.06	6.23	25.09	--	--	--	--

P - Piece Work
W - Week Work
S - Section Shop
T - Tailoring Shop

NOTES

(1) All hand pressing.
(2) Includes additional hand work worth about 25 cents.
(3) High Cost due to use of knitted fabric and of an interlining to keep the knitted fabric from stretching.
(4) Estimated additional cost per garment to bring workers up to minimum code wage rates - 23¢.
(5) Latimated additional cost per garment to bring workers up to minimum code wage rates - 30¢.
(6) Estimated additional cost per garment to bring workers up to minimum code wage rates - 4¢.
(7) Estimated additional cost per garment to bring workers up to minimum code wage rates - 16¢.
(8) Estimated additional cost per garment to bring workers up to minimum code wage rates - 25¢.

TABLE II 1b c

Numbers of Needle Workers
In Various Market Areas
By Age Groups

Prepared from U. S. Census of Population 1930

(Data Incomplete)

	10-17	18-19	20-24	25-34	35-44	45-54	55-64	65-74	75 & Over	Totals
New York City (1)										
New York City (1)	5827	5754	11230	23803	34107	28051	16334	5888	662	130656
New York (Excl.N.Y.C.) (2)										
Connecticut (3)	2374	1615	2643	3015	3754	2660	1807	763	31	18712
N. J. (Excl.Camden) (4)	1170	934	1864	3332	4557	3481	1873	777	103	18090
Boston (5)	149	214	701	881	1822	1747	1137	465	67	6873
Phila(And Camden)(6)	932	1152	2345	3872	5188	3909	2453	782	89	20617
Baltimore (7)	608	569	1173	1970	2746	2089	1242	469	66	10932
Cleveland (8)	178	376	779	1051	1795	1396	606	156	24	6561
Chicago (9)	777	1222	3523	9108	12745	7949	3780	1175	101	40380
Kansas City (10)	24	42	167	344	601	510	346	127	20	2181
St. Louis (11)	185	215	547	1132	1372	1104	736	274	28	5583
Los. Angeles (12)	43	127	481	1445	2531	2419	1348	473	44	9911
San Francisco (13)	4	39	169	707	1200	1334	719	281	35	4488
Portland (14)	25	52	111	307	637	633	415	137	9	2326
Seattle (15)	16	65	191	457	775	744	410	104	14	2776
Totals	12312	13376	25512	50424	73827	58026	33196	11871	1342	278886

TABLE H 14c

Percentage of Needle Workers
In Various Market Areas
by Age Groups

Prepared from U.S. Census of Population 1930

	10-17	18-19	20-24	25-34	35-44	45-54	55-64	65-74	75 & Over	10-19	55 & Over
New York City	4.46	4.40	8.60	17.45	26.10	21.47	12.50	4.51	0.51	8.86	17.52
New York (Excl.NYC)											
Connecticut	12.69	8.63	14.12	16.11	20.06	14.22	9.66	4.08	0.43	21.32	14.17
N. J. (Excl. Camden)	6.47	5.13	10.30	18.42	25.19	19.24	10.35	4.30	0.56	11.63	15.21
Boston	2.17	3.11	5.69	12.82	26.51	25.42	16.54	6.77	0.97	5.28	24.28
Phila. (And Camden)	4.52	5.59	10.88	19.79	25.15	18.96	11.90	3.79	0.43	10.11	16.12
Baltimore	5.56	5.20	10.73	18.02	25.12	19.11	11.36	4.29	0.60	10.76	16.25
Cleveland	2.80	5.91	12.25	16.52	28.22	21.95	9.53	2.45	0.38	8.71	12.36
Chicago	1.92	3.03	8.72	22.56	31.56	19.69	9.36	2.91	0.25	4.95	12.52
Kansas City	1.10	1.93	7.66	15.77	27.56	23.38	15.86	5.82	0.92	3.03	22.60
St. Louis	3.31	3.85	9.80	20.28	24.57	19.77	13.01	4.91	0.50	7.16	18.42
Los Angeles	0.48	1.43	5.40	16.22	28.40	27.15	15.13	5.31	0.49	1.91	20.93
San Francisco	0.09	0.87	3.77	15.75	26.74	29.72	16.02	6.26	0.78	0.96	23.06
Portland	1.07	2.24	4.77	13.20	27.39	27.21	17.84	5.89	0.39	3.31	24.12
Seattle	0.58	2.34	6.88	16.46	27.92	26.80	14.77	3.75	0.50	2.92	19.02
Totals	4.41	4.44	9.15	18.08	26.47	20.81	11.90	4.26	0.48	8.85	16.64

TABLE H 14c

1. U. S. Census of Population, 1930 Vol IV
   Occupations by States - Table 12, Pages 1134, 1136, 1138, 1139, 1141, 1143, 1144, 1146, 1147, 1149
2. " Table 11, Pages 1120, 1122, 1123
3. " Table 11, Pages 272, 274
4. " Table 11, Pages 1023, 1025
5. " Table 12, Pages 728, 730
6. " Table 12, Pages 1027, 1029, 1413, 1415
7. " Table 12, Pages 674, 676
8. " Table 12, Pages 1285, 1287
9. " Table 12, Pages 447, 449
10. " Table 12, Pages 900, 901, 902
11. " Table 12, Pages 904, 906
12. " Table 12, Pages 199, 201
13. " Table 12, Pages 208, 210
14. " Table 12, Pages 1370, 1372
15. " Table 12, Pages 1709, 1711

TABLE H-12a

SUMMARY COMPARISON SHOWING NUMBER OF EMPLOYEES, WEIGHTED CODE MINIMA AND AVERAGES AND ACTUAL AVERAGE HOURLY EARNINGS BY MAJOR CRAFTS AND MARKETS
(For eight-weeks period from Feb. 5 to March 31, 1934) 1/

MARKET	CUTTERS			OPERATORS				FINISHERS				PRESSERS			
	Number	Code Min.	Aver. Hrly Earnings.	Number	Weighted Code Min.	Weighted Code Aver.	Aver. Hrly Earnings.	Number	Weighted Code Min.	Weighted Code Aver.	Aver. Hrly Earnings.	Number	Code Min.	Code Aver.	Aver. Hrly Earnings.
New York City	2192*	$1.34	$1.60	20,592*	.98	1.50	1.37	14, 509*	.85	1.25	1.06	6,178*	1.00	1.50	1.52
Boston	41	1.21	1.27	239	.89	1.36	1.25	233	.80	1.12	.81	99	.90	1.35	1.31
Philadelphia	53	1.21	1.50	459	.88	1.35	1.18	333	.77	1.12	.81	122	.90	1.35	1.34
Baltimore	32	1.17	1.14	576	.77	1.00	.91	220	.65	.88	.66	116	.85	1.26	1.13
Cleveland	145	1.17	1.21	919	.80	1.01	1.01	709	.63	.86	.65	268	.85	1.26	1.13
Chicago	113	1.17	1.27	873	.82	1.16	1.03	581	.65	.89	.79	300	.85	1.26	1.28
St. Louis	28	1.17	1.00	153	.81	1.14	.80	118	.63	.85	.63	56	.85	1.26	1.01
Kansas City	10	1.17	1.00	162	.75	.95	.80	79	.63	.84	.63	32	.85	1.26	1.01
Los Angeles	110	1.17	1.20	536	.83	1.18	1.09	425	.63	.85	.66	180	.85	1.26	1.10
San Francisco	43	1.17	1.16	220	.80	1.10	.85	214	.63	.85	.60	74	.85	1.26	1.03
Portland	39	1.17	1.16	182	.77	1.01	.85	109	.63	.85	.60	45	.85	1.26	1.03
Seattle	6	1.17	1.16	84	.77	1.01	.85	60	.63	.85	.60	24	.85	1.26	1.03

1/ Based on analysis of payroll reports from all markets. Figures include only (1) cutters, male; (2) operators, male; operators, female; (3) finishers, male; finishers, female; (4) under pressers, upper pressers, machine pressers and non-classifiable pressers. All workers in these crafts are included in the out-of-town markets, but in the New York market area only those in the 598 selected shops.

For explanation of method of deriving the weighted code minima and averages for operators and finishers, see text and Table H-12 on which this table is based.

* Estimate based on sample of 38% of employees.

TABLE H 12

COMPARATIVE TABLE SHOWING WEIGHTED CODE MINIMUMS AND AVERAGES AND ACTUAL AVERAGEHOURLY EARNINGS BY MAJOR CRAFTS ANDMARKETS.

9821

(Unit: one dollar)

Market	Cutting		Operators									Finishers									Pressers		
			Male			Female						Male			Female								
	Code	Aver. Hrly.		Code			Code		Weight Code	Weight Code	Aver. Hrly.		Code			Code		Weighted Code		Aver. Hrly.	Code		Aver. Hrly.
	Min.	Ernge.	%	Min.	Aver.	%	Min.	Aver.	Min.	Aver.	Ernge.	%	Min.	Aver.	%	Min.	Aver.	Min.	Aver.	Ernge.	Min.	Aver.	Ernge.
New York City	1.34	1.60	83	1.00	1.50	17	90	1.50	.98	1.50	1.37	33	.85	1.25	67	.85	1.25	.85	1.25	1.06	1.00	1.50	1.62
Boston	1.21	1.27	88	.90	1.35	12	.81	1.35	.89	1.35	1.25	20	.77	1.12	80	.77	1.12	.77	1.12	.81	.90	1.35	1.31
Philadelphia	1.21	1.60	77	.90	1.35	23	.81	1.35	.88	1.35	1.18	20	.77	1.12	80	.77	1.12	.77	1.12	.81	.90	1.35	1.34
Baltimore	1.17	1.14	17	.85	1.26	83	.75	.95	.77	1.00	.91	16	.75	1.10	84	.63	.84	.65	.88	.65	.85	1.26	1.13
Cleveland	1.17	1.21	50	.95	1.26	50	.75	.95	.80	1.01	1.01	2	.75	1.10	98	.63	.84	.63	.85	.65	.85	1.25	1.13
Chicago	1.17	1.27	68	.85	1.25	32	.75	.95	.82	1.16	1.03	18	.75	1.10	82	.63	.84	.65	.89	.79	.85	1.25	1.28
St. Louis	1.17	1.00	60	.85	1.26	40	.75	.95	.81	1.14	.80	4	.75	1.10	96	.63	.84	.63	.85	.63	.85	1.25	1.01
Kansas City	1.17	1.00	2	.85	1.26	98	.75	.95	.75	.96	.80	-	.75	1.10	100	.63	.84	.63	.84	.63	.85	1.25	1.01
Los Angeles	1.17	1.20	75	.85	1.25	25	.75	.95	.83	1.18	1.09	4	.75	1.10	96	.63	.84	.63	.85	.68	.85	1.26	1.10
San Francisco	1.17	1.16	49	.85	1.25	51	.75	.95	.80	1.10	.85	-	.75	1.10	100	.63	.84	.63	.84	.60	.85	1.26	1.03
Portland	1.17	1.16	21	.85	1.26	79	.75	.95	.77	1.01	.85	-	.75	1.10	100	.63	.84	.63	.84	.60	.85	1.26	1.03
Seattle	1.17	1.16	19	.85	1.26	81	.75	.95	.77	1.01	.85	-	.75	1.10	100	.63	.84	.63	.84	.60	.85	1.28	1.03

1. The figures showing average hourly earnings are based upon an analysis of payroll reports for the eight weeks period from February 5th to March 31, 1934.

The weighted code minima and averages are weighted averages of the code minima and averages for males and females respectively, the weights used being the percentages of the employees of each sex in each market as shown in Table H-10 for the payroll week ended March 9th., 1934. Figures include only (1) cutters, male (2) operators, male; operators, female; (3) finishers, male; finishers, female; (4) under pressers, upper pressers, machine pressers and non-classifiable pressers. All workers in these crafts are included in the out-of-town markets, but in the New York market area only those in the 598 selected shops.

TABLE E-7

NUMBER AND AVERAGE HOURLY EARNINGS OF MALE CUTTERS** IN TAILOR AND SECTION SHOPS (For week beginning March 5th and ending March 9th, 1934)

	TAILOR		SECTION	
	Number	Aver. Hrly Earnings	Number	Aver. Hrly. Earnings
Manhattan & Bronx	1930*	$1.64	(a)	$1.58
Brooklyn & Queens	137*	1.52	39*	1.47
New York State (Except N.Y.C.)	(a)		(a)	1.10
Connecticut	(a)	1.25	(a)	1.23
New Jersey	14	1.34	21	1.20
Boston	35	1.27	(a)	
Boston Suburbs	(a)	1.19	(a)	
Philadelphia	53	1.53	(a)	
Baltimore	26	1.15	(a)	1.14
Cleveland	115	1.26	30	1.19
Chicago	81	1.39	(a)	1.40
Chicago Suburbs	19	1.18	12	.85
St. Louis	(a)	1.11	20	1.06
Kansas City	10	1.05	(a)	
Los Angeles	110	1.21	(a)	
San Francisco	43	1.23	(a)	
Portland	39	1.04	(a)	
Seattle	(a)	1.51	(a)	1.11

**Including in addition to coat and suit cutters, workers in the following classifications found in the Western area only: apprentice cutters, semi-skilled cutters, cloth and lining pilers, pilers, and canvas cutters.

*Estimate based upon sample of 38% of employees.

(a) No data. Numbers negligible in most cases.

TABLE E-8

NUMBER AND AVERAGE HOURLY EARNINGS OF MALE OPERATORS** IN TAILOR AND SECTION SHOPS BY MARKET (For week beginning March 5 and ending March 9,1934).

	TAILOR		SECTION	
	Number	Aver.Hrly. Earnings	Number	Aver.Hrly. Earnings
Manhattan & Bronx	12089*	$1.57	(a)	$1.46
Brooklyn & Queens	1674*	1.34	476*	1.22
New York State (Except N.Y.C.)	10	1.33	(a)	1.52
Connecticut	23	1.33	36	1.27
New Jersey	86	1.31	183	1.09
Boston	181	1.24	(a)	
Boston Suburbs	20	1.23	(a)	
Philadelphia	269	1.40	(a)	
Baltimore	156	1.28	(a)	1.61
Cleveland	372	1.25	(a)	1.16
Chicago	454	1.19	(a)	.97
Chicago Suburbs	23	1.30	30	.89
St. Louis	46	1.10	47	1.37
Kansas City	(a)	.86	(a)	.88
Los Angeles	358	1.17	(a)	
San Francisco	104	1.12	(a)	
Portland	36	1.14	(a)	.61
Seattle	11	1.11	(a)	1.20

**Including in addition to jacket, coat, reefer and dress operators, workers in the following classifications: skirt operators and for Western area only apprentice operators

*Estimate based on sample of 38% of employees.

(a) No data. Numbers are negligible in most cases.

TABLE E-9

NUMBER AND AVERAGE HOURLY EARNINGS OF FEMALE OPERATORS** IN TAILOR AND SECTION SHOPS BY MARKET (For week beginning March 5 and ending March 9, 1934).

	TAILOR		SECTION	
	Number	Aver. Hrly Earnings	Number	Aver. Hrly. Earnings
Manhattan & Bronx	550*	$1.09	350*	$.83
Brooklyn & Queens	665*	1.07	965*	.94
New York State (Except N.Y. C.)	32	.79	245	.84
Connecticut	18	.82	121	.82
New Jersey	103	.83	336	.84
Boston	11	.79	(a)	
Boston Suburbs	21	.84	(a)	
Philadelphia	78	.87	(a)	
Baltimore	310	.80	109	.71
Cleveland	121	.86	292	.75
Chicago	13	.78	30	.66
Chicago Suburbs	29	.86	147	.63
St. Louis	(a)	.76	49	.69
Kansas City	(a)	.81	244	.68
Los Angeles	117	.81	(a)	
San Francisco	104	.83	(a)	.31
Portland	132	.86	(a)	.38
Seattle	51	.86	10	.54

** Including in addition to jacket, coat, reefer and dress operators workers in the following classification: skirt operators, semi-skilled operators (Western area only) and apprentices (Western area only).

* Estimate based on sample of 38% of employees.

(a) No data. Numbers are in most cases negligible.

TABLE E-10

NUMBER AND AVERAGE HOURLY EARNINGS OF MALE FINISHERS** IN TAILOR AND SECTION SHOPS BY MARKET (For week beginning March 5 and ending March 9, 1934).

	TAILOR		SECTION	
	Number	Aver. Hrly. Earnings	Number	Aver. Hrly. Earnings
Manhattan & Bronx	4000*	$1.19	(a)	$1.18
Brooklyn & Queens	318*	1.00	47*	.82
New York State (Except N.Y.C.)	(a)	.79	22	.69
Connecticut	(a)	1.03	(a)	.61
New Jersey	18	.98	11	.88
Boston	39	.90	(a)	
Boston Suburbs	10	.86	(a)	
Philadelphia	58	.82	(a)	
Baltimore	28	.65	(a)	
Cleveland	(a)	.73	61	.61
Chicago	37	.92	56	.97
Chicago Suburbs	(a)	.62	(a)	.74
St. Louis	(a)	.63	(a)	.92
Kansas City	(a)		(a)	.53
Los Angeles	16	.87	(a)	
San Francisco	(a)		(a)	
Portland	(a)		(a)	
Seattle	(a)		(a)	

** Including in addition to reefer, jacket and coat finishers, workers in the following classifications: finishers' helpers, skirt basters and finsihers (Eastern area only), and apprentice finishers (Western area only).

* Estimate based upon a sample including 38% of the employees.

(a) No data. Numbers are negligible in most cases.

TABLE E-11

NUMBER AND AVERAGE HOURLY EARNINGS OF FEMALE FINISHERS** IN TAILOR AND SECTION SHOPS BY MARKET (For week beginning March 5 and ending March 9, 1934).

	TAILOR		SECTION	
	Number	Aver.Hrly. Earnings	Number	Aver.Hrly. Earnings
Manhattan & Bronx	7026*	$1.09	195*	$.79
Brooklyn & Queens	1234*	.93	647*	.78
New York State (Except N.Y.C.)	11	.61	111	.66
Connecticut	13	.68	58	.60
New Jersey	65	.75	154	.70
Boston	136	.81	(a)	
Boston Suburbs	47	.59	(a)	
Philadelphia	204	.83	(a)	
Baltimore	107	.71	77	.59
Cleveland	260	.72	329	.58
Chicago	198	.86	14	.71
Chicago Suburbs	25	.65	50	.54
St. Louis	38	.62	68	.62
Kansas City	(a)	.86	74	.58
Los Angeles	352	.66	(a)	.63
San Francisco	181	.63	(a)	.56
Portland	99	.58	(a)	
Seattle	41	.57	13	.52

** Including in addition to reefer, jacket and coat finishers, workers in the following classifications: finishers' helpers, button sewers (Western area only) and apprentice finishers (Western area only).

* Estimate based on sample of 38% of employees.

(a) No data. Numbers are negligible in most cases.

TABLE E-12

NUMBER AND AVERAGE HOURLY EARNINGS OF PRESSERS (MALE)** IN TAILOR AND SECTION SHOPS BY MARKET (For week beginning March 5, and ending March 9, 1934).

	TAILOR		SECTION	
	Number	Aver. Hrly. Earnings	Number	Aver. Hrly. Earnings
Manhattan & Bronx	4421*	$1.73	(a)	$1.20
Brooklyn & Queens	682*	1.55	311*	1.30
New York State (Except N.Y.C.)	(a)	1.02	68	1.16
Connecticut	10	1.19	39	1.02
New Jersey	45	1.22	104	1.17
Boston	79	1.28	(a)	
Boston Suburbs	13	1.26	(a)	
Philadelphia	103	1.49	(a)	
Baltimore	79	1.18	39	.88
Cleveland	74	1.16	159	1.11
Chicago	111	1.45	25	1.19
Chicago Suburbs	15	1.22	27	.83
St. Louis	13	1.10	27	1.27
Kansas City	(a)	.74	23	.95
Los Angeles	133	1.09	(a)	
San Francisco	66	1.15	(a)	
Portland	40	.94	(a)	
Seattle	17	.87	(a)	1.19

**Including in addition to jacket, coat, reefer and dress upper and under pressers, workers in the following classifications: skirt upper pressers, (Eastern area only) machine pressers (Eastern area only), jacket, coat, reefer and dress part pressers (Western area only) and apprentice pressers (Western area only).
*Estimate based on sample of 38% of employees.
(a) No data. Numbers negligible in most cases.

TABLE E-3

NUMBER AND AVERAGE HOURLY EARNINGS OF MALE OPERATORS** IN INSIDE AND OUTSIDE SHOPS BY MARKET (For week beginning March 5th and ending March 9, 1934)

	INSIDE		OUTSIDE	
	Number	Aver. Hrly. Earnings	Number	Aver. Hrly. Earnings
Manhattan & Bronx	5734*	$1.59	6495*	$1.55
Brooklyn & Queens	(a)	1.40	2158*	1.31
Upstate New York	12	.99	80	1.58
Connecticut	(a)	1.41	54	1.29
New Jersey	45	1.20	224	1.14
Boston	102	1.21	77	1.30
Philadelphia	193	1.37	73	1.17
Baltimore	76	1.31	91	1.28
Cleveland	153	1.39	243	1.14
Chicago	252	1.30	167	1.02
Chicago Suburbs	30	.97	19	.97
St. Louis	93	1.25	(a)	
Kansas City	(a)	.87	(a)	
Los Angeles	357	1.18	(a)	
San Francisco	104	1.13	(a)	
Portland	38	1.10	(a)	
Seattle	(a)	1.22	(a)	

**Including in addition to jacket, coat, reefer and dress operators the following classes of workers in the markets where such classifications exist: Skirt operators and apprentice operators.

* Estimate based upon a sample of 58% of the employees.

(a)No data. The numbers are in most cases negligible.

TABLE E-4

NUMBER AND AVERAGE HOURLY EARNINGS OF FEMALE OPERATORS** IN INSIDE AND OUTSIDE SHOPS BY MARKET (For week beginning March 5th and ending March 9, 1934)

	INSIDE		OUTSIDE	
	Number	Aver. Hrly. Earnings	Number	Aver. Hrly. Earnings
Manhattan & Bronx	653*	$ .96	247*	$1.09
Brooklyn & Queens	(a)		2158*	1.02
Upstate New York	25	.81	252	.84
Connecticut	(a)		139	.82
New Jersey	(a)	.88	410	.83
Boston	(a)	.63	(a)	1.02
Philadelphia	(a)	.87	77	1.23
Baltimore	209	.79	210	.72
Cleveland	99	.85	203	.72
Chicago	(a)	.76	(a)	.79
Chicago Suburbs	74	.64	62	.65
St. Louis	69	.69	(a)	
Kansas City	254	.68	(a)	
Los Angeles	116	.82	(a)	.65
San Francisco	106	.83	(a)	
Portland	140	.66	(a)	
Seattle	22	.58	(a)	

**Including in addition to jacket, coat, reefer and dress operators the following classes of workers in the markets where such classifications exist: Semi-skilled operators, skirt operators and apprentice operators.
* Estimate based upon a sample of 38% of the employees.
(a)No data. The numbers are in most cases negligible.

TABLE H-13

NUMBER AND AVERAGE HOURLY EARNINGS OF CUTTERS, MALE AND FEMALE OPERATORS, MALE AND FEMALE FINISHERS, AND PRESSERS BY MARKETS, BASED ON WEEK ENDED MARCH 9TH, 1934.

MARKET	CUTTERS (1)		OPERATORS				FINISHERS				PRESSERS (6)	
			MALE (2)		FEMALE (3)		MALE (4)		FEMALE (5)			
	Number	Aver. Hrly. Earnings.	Number	Aver. Hrly. Earnings.	Number	Aver. Hrly. Earnings.	Number	Aver. Hrly. Earnings.	Number	Aver. Hrly. Earnings.	Number	Aver. Hrly. Earnings
Manhattan & Bronx	1930*	$ 1.62	12,258*	$ 1.67	900*	$ .99	4034*	$ 1.19	7221*	$ 1.08	4421*	$ 1.71
Brooklyn & Queens	176*	1.80	2,180*	1.31	1632*	1.02	366*	.98	1882*	.87	993*	1.47
New York State	**	1.09	92	1.80	277	.83	26	.71	121	.66	88	1.14
Connecticut	**	1.23	69	1.30	139	.82	**	.93	71	.61	49	1.08
New Jersey	35	1.27	269	1.16	439	.84	29	.97	219	.72	149	1.19
Boston	35	1.26	201	1.24	32	.82	49	.89	183	.75	92	1.28
Philadelphia	53	1.36	269	1.39	79	.87	58	.82	204	.83	103	1.42
Baltimore	26	1.18	266	1.30	319	.75	28	.65	184	.64	118	1.05
Cleveland	145	1.24	403	1.24	413	.78	**	.64	589	.64	233	1.12
Chicago	112	1.32	516	1.16	249	.65	96	.94	287	.78	178	1.41
St. Louis	20	1.07	93	1.26	58	.70	11	.88	106	.62	40	1.13
Kansas City	10	1.01	**	.87	254	.58	**	.86	76	.58	23	.76
Los Angeles	110	1.21	368	1.17	117	.81	16	.86	363	.66	133	1.08
San Francisco	43	1.23	104	1.12	106	.83	**	--	191	.62	66	1.14
Portland	39	1.04	38	--	135	.65	**	--	99	.58	40	.95
Seattle	**	1.38	16	1.16	61	.64	**	--	54	.56	17	.86

1)Including, in addition to full-fledged coat and suit cutters, workers in the following classifications found in the Western Area only: Apprentice cutters; semi-skilled cutters; cloth and lining pilers; pilers; canvas cutters.
2)Including, in addition to full-fledged jacket, coat, reefer & dress operators, workers in the following classifications: Skirt operators and, for Western area only, apprentice oper.
3)Including, in addition to full-fledged jacket, coat, reefer and dress operators, workers in the following classifications: skirt operators; apprentice operators (Western Area only); semi-skilled operators (Western Area only).
4)Including, in addition to full-fledged reefer, jacket & coat finishers, workers in the following classifications: finishers' helpers (Eastern Area only); skirt basters and finishers; skirt basters and finishers (Eastern Area only); apprentice finishers (Western Area only).
5)Including, in addition to full-fledged reefer, jacket & coat finishers, workers in the following classifications; finishers' helpers; button sewers (Western Area only); button sewers (Western Area only); finishers helpers (Western area only); apprentice finishers (Western area only).
6)Including, in addition to full-fledged jacket, coat, reefer and dress (upper and under) pressers, workers in the following classifications: skirt upper pressers (Eastern Area only); machine pressers (Eastern area only); jacket, coat, reefer and dress part pressers (Western area only); and apprentice pressers (Western area only).

*Estimation of total from a sample of 38% of employees
**No data. The numbers are in most cases negligible.

TABLE K 10 - COAT AND SUIT CODE AUTHORITY - TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGES OF CUTTERS-EARNING (1) BELOW CODE MINIMUM;(2) CODE MINIMUM & ABOVE COMPILED FROM THE PAYROLLS FILED FOR THE WEEK OF MARCH 5-MARCH 9, 1934 1/

CITY	MIN. RATE	NO. OF WORKERS			PERCENTAGE		
		BELOW CODE MIN.	CODE MIN.& ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN.& ABOVE	TOTAL
N. Y. C.	$1.34	41	758	799	5.1	94.9	100.0
N. Y. State	1.21	1	5	6	16.7	83.3	100.0
Conn.	1.21	2	9	11	18.2	81.8	100.0
N. J.	1.21	10	24	34	29.4	70.6	100.0
Phila.	1.21	4	49	53	7.5	92.5	100.0
Boston	1.21	8	31	39	20.5	79.5	100.0
Total Eastern Area (Excl. N.Y.C.)		25	118	143	17.5	82.5	
Western Area							
Baltimore	1.17	12	18	30	40.0	60.0	100.0
Cleveland	1.17	2	116	118	1.7	98.3	100.0
Chicago	1.17	9	84	93	9.7	90.3	100.0
St. Louis	1.17	14	10	24	58.3	41.7	100.0
Kansas City	1.17	6	10	16	37.5	63.5	100.0
Los Angeles	1.17	4	83	87	4.6	95.4	100.0
San Francisco	1.17	6	33	39	15.4	84.6	100.0
Portland	1.17	10	14	24	42	58	100.0
Seattle	1.17	1	4	5	20.0	80.0	100.0
Total Western Area (Excl. Baltimore)		52	354	406	12.8	86.2	100.0

1/ The figures throughout the table are preliminary and subject to correction. They are based on analysis of payroll data for 598 shops in New York and environs.

For the smaller cities, a check of clerical errors by re-examination of payroll data on earnings for individual employees shows that the number of workers below code minimums is actually considerably smaller, perhaps as much as 50%, than shown in table, due chiefly to coding of semi-skilled cutters, pilers, etc., as full-fledged cutters. Data for Chicago throughout the table include its suburbs and it is probable that most of the Chicago workers reported as having earned below the minimum were employees in shops in the Chicago suburbs.

TABLE H-10 Cont'd.
COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE
OF CUTTERS-SEMI-SKILLED
1-BELOW CODE MINIMUM
2-CODE MINIMUM AND ABOVE
COMPILED FROM THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5,-MAR.9,1934 2/

Western Area Only

CITY	MIN. RATE	NO. OF WORKERS			PERCENTAGE		
		BELOW CODE MIN.	CODE MIN. & ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN. & ABOVE	TOTAL
Baltimore	1.11	2	-	2	100.	-	100.0
Cleveland	"	-	11	11	-	100.0	100.0
Chicago & Suburbs	"	1	5	6	17.	83.	100.0
St. Louis	"	-	1	1	-	100.0	100.0
Kansas City	"	-	4	4	-	100.0	100.0
Los Angeles	"	3	2	5	60.0	40.0	100.0
San Francisco	"	4	1	5	80.0	20.0	100.0
Portland	"	1	1	2	50.0	50.0	100.0
Seattle	"	-	-	-		-	-
Total: Western District (Excl. of Baltimore)		9	25	34	26	74	100.0

2/ In the case of smaller cities, a check of clerical errors by re-examination of pay-roll data on earnings for individual employees shows a greater number of semi-skilled cutters then here indicated, some of these having been incorrectly classified as full-fledged cutters.

TABLE H-10 Cont'd.

COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE
OF CANVAS CUTTERS-EARNINGS
1-BELOW CODE MINIMUM
2-CODE MINIMUM AND ABOVE
COMPILED FROM THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5-MARCH 9, 1934 3/

Western Area Only

City	MINIMUM RATE	NO. OF WORKERS			PERCENTAGE		
		BELOW CODE MIN.	CODE MIN. & ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN. & ABOVE	TOTAL
Baltimore	.74	-	-	-	-	-	-
Cleveland	"	1	2	3	33.3	66.7	100.0
St. Louis	"	-	2	2	-	100.0	100.0
Kansas City	"	-	1	1	-	100.0	100.0
Los Angeles	"	1	4	5	20.0	80.0	100.0
San Francisco	"	-	-	-	-	-	-
Portland	"	-	-	-	-	-	-
Seattle	"	-	-	-	-	-	-
Chicago, Sub.	"	1	1	2	50.0	50.0	100.0
Total: Western Area (Excl. Baltimore)		3	10	13	23.1	76.9	100.0

3/ The figures given here are subject to qualifications of the kind indicated in note 2, above.

TABLE H-10 CONT'D.

COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE
OF CUTTERS (APPRENTICE) EARNING
1-BELOW CODE MINIMUM
2-CODE MINIMUM AND ABOVE
COMPILED FROM THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5-MARCH 9, 1934 4/

Western Area Only

CITY	MINIMUM RATE	NO. OF WORKERS BELOW CODE MIN.	NO. OF WORKERS CODE MIN. & ABOVE	NO. OF WORKERS TOTAL	PERCENTAGE BELOW CODE MIN.	PERCENTAGE CODE MIN. & ABOVE	PERCENTAGE TOTAL
Baltimore	.63	-	-	-	-	-	-
Cleveland	"	-	-	-	-	-	-
Chicago & Sub.	"	-	4	4	-	100.	100.
St. Louis	"	-	-	-	-	-	-
Kansas City	"	-	-	-	-	-	-
Los Angeles	"	-	6	6	-	100.	100.
San Francisco	"	-	2	2	-	100.	100.
Portland	"	-	2	2	-	100.	100.
Seattle	"	-	-	-	-	-	-
Total Western District (Excl. Baltimore)			14	14		100.	100.

4/ See Note 3, above.

TABLE H 10 CONT'D.

COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY MARKET AREAS NUMBERS AND PERCENTAGE
OF CLOTH & LINING PILERS
1-BELOW CODE MINIMUM
2-CODE MINIMUM AND ABOVE
COMPILED FROM THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5-MARCH 9, 1934 5/

Western Area Only

CITY	MIN. RATE	NO. OF WORKERS			PERCENTAGE		TOTAL
		BELOW CODE MIN.	CODE MIN. & ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN. & ABOVE	
Baltimore	.94	-	-	-	-	-	-
Cleveland	"	-	4	4	-	100.0	100.0
Chicago	"	-	3	3	-	100.0	100.0
St. Louis	"	-	-	-	-	-	-
Kansas City	"	2	2	4	50.00	50.0	100.0
Los Angeles	"	2	-	2	100.0	-	100.0
San Francisco	"	-	-	-	-	-	-
Portland	"	-	-	-	-	-	-
Seattle	"	-	-	-	-	-	-
Total-Western Area (Excl. of Baltimore)		4	9	13	30.8	69.2	100.0

5/See note 3 above.

Table H-10 cont'd.

COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE
OF FILERS-EARNING
1-BELOW CODE MINIMUM
2-CODE MINIMUM AND ABOVE
COMPILED FROM THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5-MARCH 9, 1934 6/

Western Area Only

CITY	MIN. RATE	NO. OF WORKERS			PERCENTAGE		
		BELOW CODE MIN.	CODE MIN. & ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN. & ABOVE	TOTAL
Baltimore	.80	-	-	-	-	-	-
Cleveland	"	-	-	-	-	-	-
Chicago, Sub.	"	-	3	3	-	100.0	100.0
St. Louis	"	-	1	1	-	100.0	100.0
Kansas City	"	-	1	1	-	100.0	100.0
Los Angeles	"	-	4	4	-	100.0	100.0
San Francisco	"	-	1	1	-	100.0	100.0
Portland	"	-	2	2	-	100.0	100.0
Seattle	"	-	1	1	-	100.0	100.0
Total Western Area (Excl. Baltimore)		0	13	13	0	100.0	100.0

6/ See note 3, above.

TABLE H 10 (CONT'D)

COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE
OF OPERATORS (MALE) - EARNING
1-BELOW THE CODE MINIMUM
2-AT THE CODE MINIMUM AND UP TO THE CODE AVERAGE
3-CODE AVERAGE AND ABOVE
COMPILED FROM THE PAYROLLS FILED 7/
FOR THE WEEK OF MARCH 5-MARCH 9, 1934

CITY	Min. Rate	Aver. Rate	NO. OF WORKERS				PERCENTAGE			
			Below Code Min.	Code Min. & up to Aver.	Code Aver. and Above	Total	Below Code Min.	Code Min. and up to Aver.	Code Aver. and Above	Total
N. Y. C.	$1.00	$1.50	239	2312	3857	5408	4.4	42.8	52.8	100.0
Eastern Area	.90	1.35	-	-	-	-	-	-	-	
N.Y. State	"	"	2	37	48	87	2.3	42.5	55.2	100.0
Conn.	"	"	3	35	21	59	5.1	59.3	35.6	100.0
N. J.	"	"	17	199	49	265	6.4	75.1	18.5	100.0
Philadelphia	"	"	14	127	115	256	5.5	49.6	44.9	100.0
Boston	"	"	16	96	78	190	8.4	50.5	41.1	100.0
Total Eastern Area (Excl. N.Y.)			52	494	311	857	6.1	57.6	36.3	100.0
Western Area.	.85	1.26	-	-	-	-	-	-	-	-
Baltimore	"	"	8	60	79	147	5.4	40.8	53.8	100.0
Cleveland	"	"	7	201	163	371	5.9	51.9	42.2	100.00
Chicago	"	"	62 8/	239	182	483	13	50	37	100.0
St. Louis	"	"	5	37	40	82	6.	46	48.2	100.0
Kansas City	"	"	1	4	-	5	20.0	80.0	0	100.0
Los Angeles	"	"	6	202	123.	331	2	61	36.8	100.0
San Francisco	"	"	8	36	53	97	8	48	52.5	100.0
Portland	"	"	4	15	13	32	12.5	46.9	40.6	100.0
Seattle	"	"	1	5	8	14	7.1	35.7	57.2	100.0
Total Western Area (Exclusive of Baltimore)			94	739	582	1415	6.6	52.3	41.1	100.0

7/ Re-examination of payroll records shows that percent of workers receiving less than code minimums os slightly lower than figures here indicate.

8/ Mainly Chicago surburbs.

TABLE H 10
cont'd.

COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE
OF OPERATORS (FEMALE) EARNING
1-BELOW THE CODE MINIMUM
2-AT THE CODE MINIMUM AND UP TO THE CODE AVERAGE
3-CODE AVERAGE AND ABOVE
COMPILED FROM THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5-MARCH 9, 1934

CITY	MIN. RATE	AVER. RATE	NO. OF WORKERS				PERCENTAGE			
			BELOW CODE MIN.	CODE MIN. & UP TO AVER.	CODE AVER. & ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN. & UP TO AVER.	CODE AVER. & ABOVE	TOTAL
N. Y. C.	.90	$1.50	327	723	58	1108	29.5	65.3	5.2	100.0
Eastern Area	81	1.35								
N. J. State	"	"	26	241	4	271	9.6	88.9	1.5	100.0
Connecticut	"	"	21	118	-	139	13.1	84.9	-	100.0
New Jersey	"	"	35	400	1	436	8.0	91.7	0.3	100.0
Philadelphia	"	"	5	72	1	78	6.4	92.3	1.3	100.0
Boston	"	"	7	21	-	28	25.0	75.0	-	100.0
Total Eastern Area (Excl. N.Y.C.)			94	852	6	952	9.9	89.5	.6	100.0
Western Area	.75	.95								
Baltimore	"	"	207	102	37	346	59.8	29.5	10.7	100.0
Cleveland	"	"	27	43	28	98	28	44	28	100.0
Chicago	"	"	32	21	4	57	58	7	37	100.0
St. Louis	"	"	41	7	3	51	80.4	13.7	5.9	100.0
Kansas City	"	"	4	52	6	62	6.4	83.8	9.8	100.0
Los Angeles	"	"	4	28	6	38	12.8	71.4	15.8	100.0
San Francisco	"	"	6	19	10	35	17.1	54.3	28.6	100.0
Portland	"	"	9	25	3	37	24.3	67.8	8.1	100.0
Seattle	"	"	1	17	-	18	5.6	94.4	-	100.0
Total Western Area (Excl. of Baltimore)			124	212	60	396	31.3	53.5	15.2	100.0

TABLE I 10, CONT'D

TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE OF OPERATORS (FEMALE) SEMI-SKILLED, EARNING
1-BELOW CODE MINIMUM
2-AT THE CODE MINIMUM AND UP TO THE CODE AVERAGE
3-CODE AVERAGE AND ABOVE
COMPILED FROM THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5-MARCH 9, 1934

Western Area Only

CITY	Min. Rate	Aver. Rate	NO. OF WORKERS				PERCENTAGE			
			BELOW Code Min.	Code Min. & up to Aver.	Code Aver. and above	Total	Below Code Min.	Code Min. & up to Aver.	Code Aver. and above	Total
Baltimore	.62	.88	3	[illegible]	14	26	11.5	34.7	53.8	1000
Cleveland	"	"	7	178	[illegible]	248	2.8	71.8	25.4	"
Chicago & Suburbs	"	"	10	48	-	58	20.7	79.3	-	"
St. Louis	"	"	0	2	-	2	-	100	-	"
Kansas City	"	"	-	111	10	121	-	91.7	8.3	"
Los Angeles	"	"		36	6	42	-	85.7	14.3	"
San Francisco	"	"	3	37	1	41	7.4	90.2	2.4	"
Portland	"	"	6	53	3	62	9.7	85.5	4.8	"
Seattle	"	"	8	21	-	29	27.6	72.4	-	"
Total Western Area (Excl. Baltimore)			34	486	83	603	5.7	80.6	13.7	"

TABLE H 10 CONT'D

COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE
OF OPERATORS (MALE) APPRENTICE-EARNING
(1) BELOW CODE MINIMUM
(2) CODE MINIMUM AND ABOVE

COMPILED FROM THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5-MARCH 9, 1934

Western Area Only

CITY	MIN. RATE	NO. OF WORKERS			PERCENTAGE		
		BELOW CODE MIN.	CODE MIN. & ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN. & ABOVE	TOTAL
Baltimore	.60	-	1	1	-	100	100
Cleveland	"	-	2	2	-	100	100
Chicago & Subs.	"	-	2	2	-	100	100
St. Louis	"	-	1	1	-	100	100
Kansas City	"	-	-	-	-	-	-
Los Angeles	"	-	8	8	-	100	100
San Francisco	"	-	-	-	-	-	-
Portland	"	-	2	2	-	100	100
Seattle	"	-	-	-	-	-	-
TOTAL WESTERN AREA (EXCL. BALTIMORE)		-	15	15	-	100	100

TABLE H 10, CONT'D

TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE
OF OPERATORS (FEMALE) APPRENTICES, EARNING
1-BELOW CODE MINIMUM
2-CODE MINIMUM AND ABOVE

COMPILED FROM THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5-MARCH 9, 1934

CITY	MIN. RATE	NO. OF WORKERS			PERCENTAGE		
		BELOW CODE MIN	CODE MIN & ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN.& ABOVE	TOTAL
Baltimore	.47	-	18	18	-	100.	100.
Cleveland	"	-	17	17	-	100.	100.
Chicago	"	-	9	9	-	100	100
St. Louis	"	-	2	2	-	100	100
Kansas City	"	-	38	38	-	100	100
Los Angeles	"	1	21	22	4.6	95.4	100
San Francisco	"	-	8	8	-	100	100
Portland	"	-	22	22	-	100	100
Seattle	"	-	14	14	-	100	100
TOTAL WESTERN AREA (EXCL. BALTIMORE)		1	131	132	0.8	99.2	100

TABLE H 10 - CONT'D

COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE
OF SHIRT OPERATORS (MALE) EARNING

(1) BELOW THE CODE MINIMUM
(2) AT THE CODE MINIMUM AND UP TO THE CODE AVERAGE
(3) CODE AVERAGE AND ABOVE

COMPILED FROM THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5-MARCH 9, 1934

CITY	MIN. RATE	AVER. RATE	NO. OF WORKERS BELOW CODE MIN.	CODE MIN & UP TO AVER.	CODE AVER & ABOVE	TOTAL	PERCENTAGE BELOW CODE MIN.	CODE MIN & UP TO AVER.	CODE AVER & ABOVE	TOTAL
N.Y.C.	.90	1.40	2	17	6	25	8.0	68.0	24.0	100.0
Eastern Area			-	-	-	-	-	-	-	-
N.Y.State	.81	1.26	4	1	-	5	80.0	20.0	-	100.0
Conn.	"	"	-	-	-	-	-	-	-	100.0
N. J.	"	"	-	4	-	4	-	100.00	-	100.0
Phila.	"	"	2	5	3	10	20.0	50.0	30.0	100.0
Boston	"	"	6	2	-	8	75.0	25.0	-	100.0
TOTAL EASTERN AREA (EXCL. N.Y.C.)			12	12	3	27	44.4	44.4	11.2	100.0
WESTERN AREA	.75	1.15								
Baltimore	"	"	-	1	4	5	-	20.0	80.0	100.0
Cleveland	"	"	2	8	-	10	20.0	80.0	-	100.0
Chicago	"	"		1	5	6	-	16.7	83.3	100.0
St. Louis	"	"	-	2	-	2	-	100.0	-	100.0
Los Angeles	"	"	-	8	3	11	-	72.8	27.2	100.0
San Francisco	"	"	-	-	-	-	-	-	-	-
Portland	"	"	-	-	-	-	-	-	-	-
Seattle	"	"	-	-	-	-	-	-	-	-
Kansas City	"	"	-	-	-	-	-	-	-	-
Total Western Area (EXCL. BALTIMORE)			2	19	8	29	6.9	65.5	27.6	100.0

TABLE H-10 CONT'D.

COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY MARKET AREAS NUMBER AND PERCENTAGE
OF SKILLED OPERATIONS (FEMALE) EARNING
1 - BELOW THE CODE MINIMUM
2 - AT THE CODE MINIMUM AND UP TO THE CODE AVERAGE
3 - CODE AVERAGE AND ABOVE

COMPILED FROM THE PAYROLLS FILED FOR
THE WEEK OF MARCH 5 - MARCH 9, 1934.

CITY	MIN. RATE	AVER. RATE	NO. OF WORKERS				PERCENTAGE			
			BELOW CODE MIN.	CODE MIN. & UP TO AVER.	CODE AVER. AND ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN. & UP TO AVER.	CODE AVER. & ABOVE	TOTAL
N.Y.C.	.80	1.40	8	17	-	25	32.0	68.0	-	100.0
Eastern Area	.72	1.26								
N. Y. State			5	1	-	6	83.3	16.7	-	100.0
Conn.			-	4	-	4		100.0	-	100.0
N. J.			-	3	-	3		100.0	-	100.0
Phila.			-	-	-	-		-	-	100.0
Boston			-	-	-	-	-	-	-	100.0
Total Eastern Area Excl. N. Y. C.			5	8	-	13	38.5	61.5	-	100.0
Western Area	.70	.90								
Baltimore	"	"	20	7	1	28	71.4	25.0	3.6	100.0
Cleveland	"	"	4	13	2	19	21.1	68.4	10.5	100.0
Chicago	"	"	-	-	-	-	-	-	-	-
St. Louis	"	"	-	2	-	2	-	100.0	-	100.0
Kansas City	"	"	-	-	-	-	-	-	-	-
Los Angeles	"	"	0	7	6	13	-	53.9	46.1	100.0
San Francisco	"	"	3	18	1	22	13.6	81.8	4.6	100.0
Portland	"	"	5	2	-	7	71.4	28.6	-	100.0
Seattle	"	"	-	-	-	-	-	-	-	-
Total Western Area (Excl. Baltimore)			12	42	9	63	19.1	66.6	14.3	100.0

TABLE H-10 Cont'd

COAT AND SUIT CODE AUTHORITY

TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE OF FINISHERS (MALE) EARNING

1- BELOW THE CODE MINIMUM

2- AT THE CODE MINIMUM AND UP TO THE CODE AVERAGE

3- CODE AVERAGE AND ABOVE

COMPILED FROM THE PAYROLLS FILED FOR THE WEEK OF MARCH 5TH - MARCH 9th, 1934

CITY	Min. Rate	Aver. Rate	NUMBERS OF WORKERS Below Code Min.	Code Min. And Up to Aver.	Code Aver. And Above	Total	PERCENTAGE Below Code Min.	Code Min. & Up to Aver.	Code Aver. & Above	Total
N.Y.C.	.85	1.25	141	836	587	1564	9.0	53.5	37.5	100.0
Eastern Area	.765	1.125								
N.Y.State	"	"	9	9	1	19	47.4	47.4	5.3	100.0
Conn.	"	"	3	1	2	6	50.0	16.7	33.3	100.0
N.J.	"	"	2	17	2	21	9.5	81.0	9.5	100.0
Phila.	"	"	14	19	5	38	36.8	50.0	13.2	100.0
Boston	"	"	3	19	10	32	9.4	59.4	30.2	100.0
Total Eastern Area (Excl. N.Y.)			31	65	20	116	26.7	56.0	17.3	100.0
Western Area	.75	1.10	-	-	-	-	-	-	-	-
Baltimore Area	.75	1.10	7	7	-	14	50.0	50.0	-	100.0
Cleveland	"	"	1	3	1	5	20.0	60.0	20.0	100.0
Chicago & Sub.	"	"	8	63	12	83	9.6	75.9	14.5	100.0
St. Louis	"	"	-	2	-	2	-	100.0	-	100.0
Kansas City	"	"	-	-	-	-	-	-	-	-
Los Angeles	"	"	1	11	3	15	6.7	73.3	20.0	100.0
San Francisco	"	"	-	-	-	-	-	-	-	-
Portland	"	"	-	-	-	-	-	-	-	-
Seattle	"	"	-	-	-	-	-	-	-	-
Total Western Area 9821 (excl. of Balt.)			10	79	16	105	9.5	75.3	15.2	100.0

Table H 10 Cont'd

TABLE SHOWING BY MARKET AREAS NUMBERS AND PERCENTAGE OF FINISHERS (FEMALE) EARNING
1- BELOW THE CODE MINIMUM
2- AT THE CODE MINIMUM AND UP TO THE CODE AVERAGE
3- CODE AVERAGE AND ABOVE
COMPILED FROM THE PAYROLLS FILED FOR THE WEEK OF MARCH 5, - MARCH 9, 1934

CITY	MIN. RATE	AVER. RATE	NO. OF WORKERS				PERCENTAGE			
			BELOW CODE	CODE MIN. & UP TO AVER.	CODE AVER. & ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN. & UP TO AVER.	CODE AVER. & ABOVE	TOTAL
N.Y.C.	.85	1.25	180	1681	541	2402	7.5	70.0	22.5	100
Eastern Area	.765	1.125								
N.Y.S.	"	"	9	17	-	26	34.6	65.4	-	100
Conn.	"	"	22	7	-	29	75.9	24.1	-	100
N. J.	"	"	22	40	7	69	31.9	58.0	10.1	100
Phila.	"	"	22	93	19	134	16.4	69.4	14.2	100
Boston	"	"	13	51	9	73	17.8	69.9	12.3	100
Total Eastern Area (Excl. N.Y.C.)			88	208	35	331	26.6	62.8	10.6	100
Western Area	.63	.84								
Baltimore	"	"	20	42	20	82	24.4	51.2	24.4	100
Cleveland	"	"	37	197	41	275	13.5	71.6	14.9	100
Chicago	"	"	27	86	119	232	11.5	37.2	51.3	100
St. Louis	"	"	9	29	7	45	20.0	64.4	15.6	100
Kansas City	"	"	3	2	-	5	60.0	40.0	-	100
Los Angeles	"	"	12	137	32	181	7.7	74.6	17.7	100
San Francisco	"	"	5	55	9	69	7.2	79.7	13.1	100
Portland	"	"	11	34	1	46	24.4	73.3	2.3	100
Seattle	"	"	3	14	-	17	17.6	82.4	-	100
Western Area (Excl. of Baltimore)			127	554	209	870	12.3	63.7	24.0	100

TABLE H 10 Cont'd
COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE
OF FINISHERS' HELPERS (MALE) EARNING
1- BELOW THE CODE MINIMUM
2- AT THE CODE MINIMUM AND UP TO THE CODE AVERAGE
3- CODE AVERAGE AND ABOVE
COMPILED FROM THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5 - MARCH 9, 1934

City	Min. Rate	Aver. Rate	No. of Workers				Percentage			
			Below Code Min.	Code Min. & Up to Aver.	Code Aver. and Above	Total	Below Code Min.	Code Min. & Up to Aver.	Code Aver. & Above	Total
N.Y.C.	.63	1.00	4	56	39	99	4.1	56.5	39.4	100.0
Eastern Area	.567	.90								
N.Y.S.	"	"	1	4	1	6	16.7	66.6	16.7	100.0
Conn.	"	"	1	1	-	2	50.0	50.0	-	100.0
N.J.	"	"	1	6	1	8	12.5	75.0	12.5	100.0
Phila.	"	"	-	9	2	11	-	81.8	18.2	100.0
Boston	"	"	2	12	2	16	12.5	75.0	12.5	100.0
Eastern Area (Excl. N.Y.C.)			5	32	6	43	11.6	74.4	14.0	100.0
Western Area	.53	.70								
Baltimore	"	"	7	5	2	14	50	35.7	14.3	100.0
Cleveland	"	"	0	3	-	3	-	100.	-	100.0
Chicago & Sub.	"	"	-	-	4	4	-	100.	100.0	100.0
St. Louis	"	"	-	1	1	2	-	50.0	50.0	100.0
Kansas City	"	"	-	-	-	-	-	-	-	-
Los Angeles	"	"	-	-	-	-	-	-	-	-
San Francisco	"	"	-	-	-	-	-	-	-	-
Portland	"	"	-	-	-	-	-	-	-	-
Seattle	"	"	-	-	-	-	-	-	-	-
Western Area (Excl. of Baltimore)			0	4	5	9	0	44	56	100.0

TABLE I TO CONT'D
COAL AND STIP CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBER AND PERCENTAGE
OF FINISHERS' HELPERS (FEMALE) EARNING
(1) BELOW THE CODE MINIMUM
(2) AT THE CODE MINIMUM AND UP TO THE CODE AVERAGE
(3) CODE AVERAGE AND ABOVE
COMPILED FOR THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5 - MARCH 9, 1934

CITY	MIN. RATE	AVER. RATE	BELOW CODE MIN.	CODE MIN. & UP TO AVER.	CODE AVER.& ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN.& UP TO AVER.	CODE AVER.& ABOVE	TOTAL
N.Y.C.	.65	1.00	117	615	266	998	11.7	61.6	26.7	100.0
Eastern Area	.567	.90								
N. Y. State	"	"	4	73	7	84	4.8	86.9	8.3	100.0
Conn.	"	"	5	37	-	42	11.9	88.1	-	100.0
N.J.	"	"	8	130	5	143	5.6	90.9	3.5	100.0
Phila.	"	"	8	67	12	87	9.2	77.0	13.8	100.0
Boston	"	"	6	97	3	106	5.7	91.5	2.8	100.0
Total Eastern Area (Excl. N.Y.C.)			31	404	27	462	6.7	87.4	5.9	100.0
Western Area	.53	.70								
Baltimore	"	"	9	62	10	81	11.1	76.5	12.4	100.0
Cleveland	"	"	9	198	25	232	3.9	85.3	10.8	100.0
Chicago & Sub.	"	"	10	34	-	44	22.8	76.2	-	100.0
St. Louis	"	"	2	40	2	44	4.3	90.8	4.3	100.0
Kansas City	"	"	3	45	3	54	5.6	83.3	11.1	100.0
Los Angeles	"	"	1	134	7	142	1.4	93.7	4.9	100.0
San Francisco	"	"	7	103	4	114	7.8	88.8	3.4	100.0
Portland	"	"	6	35	-	41	14.6	85.4	-	100.0
Seattle	"	"	8	17	-	25	32.0	68.0	-	100.0
Total Western Area (Excl. Balt.)			46	308	44	398	6.6	87.1	6.3	100.0

Table H-10 cont'd

COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE OF BUTTON SEWERS (FEMALE) EARNING
1-BELOW THE CODE MINIMUM
2-AT THE CODE MINIMUM AND UP TO THE CODE AVERAGE
3-CODE AVERAGE AND ABOVE
COMPILED FROM THE PAYROLLS FILED FOR THE WEEK OF MARCH 5-MARCH 9, 1934

CITY	MIN. RATE	AVER. RATE	NO. OF WORKERS BELOW CODE MIN.	NO. OF WORKERS CODE MIN & UP TO AVER.	NO. OF WORKERS CODE AVER & ABOVE	NO. OF WORKERS TOTAL	PERCENTAGE BELOW CODE MIN.	PERCENTAGE CODE MIN & UP TO AVER.	PERCENTAGE CODE AVER & ABOVE	PERCENTAGE TOTAL
Baltimore	.53	.70	1	18	-	19	5.3	94.7	-	100.0
Cleveland	"	"	5	31	-	36	13.9	86.1	-	100.0
Chicago & Sub.	"	"	2	65	12	79	2.5	82.4	15.4	100.0
St. Louis	"	"	2	7	-	9	22.2	77.8	-	100.0
Kansas City	"	"	-	-	-	-	-	-	-	-
Los Angeles	"	"	-	18	1	19	-	94.7	5.3	100.0
S. Francisco	"	"	-	-	-	-	-	-	-	-
Portland	"	"	2	8	-	10	2.0	8.0	-	100.0
Seattle	"	"	1	8	-	9	11.1	88.9	-	100.0
Total Western Area (Excl. Baltimore)			12	137	13	162	7.4	84.6	8.0	100.0

TABLE H 10 CONT'D

COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE
OF FINISHERS APPRENTICE (MALE) EARNING
(1) BELOW CODE MINIMUM
(2) CODE MINIMUM AND ABOVE

COMPILED FROM THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5-MARCH 9, 1934

WESTERN AREA ONLY

CITY	MIN. RATE	NUMBER OF WORKERS			PERCENTAGE		
		BELOW CODE MIN.	CODE MIN. & ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN. & ABOVE	TOTAL
Baltimore	$.60	5	3	8	62.5	37.5	100.0
Cleveland		5	3	8	-	100.0	100.0
Chicago		-	5	5	-	-	-
St. Louis		-	-	-	-	-	-
Kansas City		-	-	-	-	-	-
Los Angeles		-	1	1	-	100.0	100.0
San Francisco		-	-		-	-	-
Portland		-	-	-	-	-	-
Seattle		-	-	-	-	-	-
Total Western Area (Exc. Baltimore)		5	9	14	-	100.0	100.0

TABLE 4 10, CONT'D.

TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE OF FINISHERS (APPRENTICES) FEMALE EARNING
1-BELOW CODE MINIMUM
2-CODE MINIMUM AND ABOVE

COMPILED FROM THE PAYROLLS FILED FOR THE WEEK OF MARCH 5-MARCH 9, 1934

WESTERN AREA ONLY

CITY	MIN. RATE	NO. OF WORKERS			PERCENTAGE		
		BELOW CODE MIN	CODE MIN & ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN & ABOVE	TOTAL
Baltimore	.47	-	11	11	-	100.	100.
Cleveland	-	6	37	43	14.	86.	100.
Chicago	-	-	11	11	-	100.	100.
St. Louis	-	-	2	2	2	100.	100.
Kansas City	-	-	5	5	-	100.	100.
Los Angeles	-	-	12	12	-	100.	100.
San Francisco	-	-	5	5	-	100.	100.
Portland	-	-	1	1	-	100.	100.
Seattle	-	-	-	-	-	-	-
Total Western Area (Excl. Baltimore)		6	73	79	7.6	92.4	100.

TABLE H 10, CONT'D

TABLE SHOWING BY MARKET AREAS NUMBER AND PERCENTAGE OF SKIRT (BASTERS FINISHERS) MALE EARNING
1-BELOW THE CODE MINIMUM
2-AT THE CODE MINIMUM AND UP TO THE CODE AVERAGE
3-CODE AVERAGE AND ABOVE

COMPILED FROM THE PAYROLLS FILED FOR THE WEEK OF MARCH 5-MARCH 9, 1934

CITY	MIN. RATE	AVER. RATE	NO. OF WORKERS				PERCENTAGE			
			BELOW CODE MIN.	CODE MIN & UP TO AVER.	CODE AVER AND ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN & UP TO AVER	CODE AVER & ABOVE	TOTAL
N Y C	.60	.80	-	2	1	3	-	66.7	33.3	100
Eastern Area	.54	.72								
N.Y.S.	"	"	1	-	-	1	100.	-	-	100
Conn.	"	"	-	-	-	-	-	-	-	-
N. J.	"	"	-	-	-	-	-	-	-	-
Phila.	"	"	1	2	6	9	11.1	22.2	66.7	100
Boston	"	"	-	-	-	-	-	-	-	-
TOTAL EASTERN AREA (EXCL. N.Y.C.)			2	2	6	10	20.0	20.0	60.0	100

TABLE H 10(CONTINUED)

COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE
OF SKIRT (FINISHERS AND SKIRT BASTERS) FEMALE, EARNING
(1) BELOW THE CODE MINIMUM
(2) AT THE CODE MINIMUM AND UP TO THE CODE AVERAGE
(3) CODE AVERAGE AND ABOVE

COMPILED FROM THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5-MARCH 9, 1934

CITY	MIN. RATE	AVER. RATE	NO. OF WORKERS				PERCENTAGE			
			BELOW CODE MIN.	CODE MIN. & UP TO AVER.	CODE AVER. AND ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN. & UP TO AVER.	CODE AVER. & ABOVE	TOTAL
N.Y.C.	.60	.70	-	-	4	4			100.0	100.0
Eastern Area	.54	.63								
N.Y.S.	"	"	6	5	1	12	50.0	41.7	8.3	100.0
Conn.	"	"	-	-	-	-	-	-	-	-
N. J.	"	"	-	-	-	-	-	-	-	-
Phila.	"	"	-	5	-	5	-	100.0	-	100.0
Boston	"	"	-	-	9	9	-	-	100.0	100.0
TOTAL EASTERN AREA (EXCL. N.Y.C.)			6	10	10	26	23.0	38.5	38.5	100.0

Table H-10 Cont'd

COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE
OF PRESSERS (UNDER) EARNING
1-BELOW THE CODE MINIMUM
2-AT THE CODE MINIMUM AND UP TO THE CODE AVER.
3-CODE AVERAGE AND ABOVE
COMPILED FROM THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5-MARCH 9, 1934

CITY	MIN. RATE	AVER. RATE	NO. OF WORKERS				PERCENTAGE			
			BELOW CODE MIN.	CODE MIN. & UP TO AVER	CODE AVER AND ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN & UP TO AVER	CODE AVER & ABOVE	TOTAL
N.Y.C.	.90	1.25	44	148	336	528	8.3	28.0	63.7	100.0
Eastern Area	.81	1.125								
N.Y.S.	"	"	-	31	2	33	-	93.9	6.1	100.0
Conn.	"	"	1	29	-	30	-	96.6	-	100.0
N.J.	"	"	5	51	6	62	8.1	82.2	9.7	100.0
Phila	"	"	3	17	11	31	9.7	54.8	35.5	100.0
Boston	"	"	-	14	11	25	-	56.0	44.0	100.0
TOTAL EASTERN AREA (EXCL. N.Y.C.)			9	142	30	181	5.0	78.4	16.6	100.0
WESTERN AREA	.77	1.15								
Baltimore	"	"	8	10	12	30	26.7	33.3	40.0	100.0
Cleveland	"	"	5	30	25	60	8.3	50.0	41.7	100.0
Chicago & Sub	"	"	7	8	5	20	35.0	40.0	25.0	100.0
St. Louis	"	"	-	6	5	11	-	54.5	45.5	100.0
Kansas City	"	"	-	1	-	1	-	100.0	-	100.0
Los Angeles	"	"	0	28	11	39	-	71.8	28.2	100.0
San Francisco	"	"	1	13	2	16	6.3	81.3	12.4	100.0
Portland	"	"	4	9	-	13	30.8	69.2	-	100.0
Seattle	"	"	-	-	1	1	-	-	100.0	100.0
TOTAL WESTERN AREA (EXCL. BALTIMORE)			17	95	49	161	11.2	58.4	30.4	100.0

TABLE H 10(CONT'D)

COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE
OF PART PRESSERS-EARNING
(1) BELOW THE CODE MINIMUM
(2) AT THE CODE MINIMUM AND UP TO THE CODE AVERAGE
(3) CODE AVERAGE AND ABOVE
COMPILED FROM THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5-MARCH 9, 1934

			NO. OF WORKERS				PERCENTAGE			
CITY	MIN. RATE	AVER. RATE	BELOW CODE MIN.	CODE MIN. &UP TO AVER.	CODE AVER.& ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN.& UP TO AVER.	CODE AVER.& ABOVE	TOTAL
Baltimore	.65	.92	2	20	4	26	7.7	76.9	15.4	100.0
Cleveland	"	"	-	21	7	28	-	75.0	25.0	100.0
Chicago & Sub.	"	"	2	9	-	11	19	81	-	100.0
St. Louis	"	"	-	5	1	6	-	83.3	16.7	100.0
Kansas City	"	"	2	2	6	10	20.0	20.0	60.0	100.0
Los Angeles	"	"	-	13	-	13	-	100.0	-	100.0
San Francisco	"	"	-	6	3	9	-	66.7	33.3	100.0
Portland	"	"	1	3	1	5	20.0	60.0	20.0	100.0
Seattle	"	"	1	7	-	8	12.5	87.5	-	100.0
Total Western Area (Excl. Baltimore)			6	66	18	90	8.9	71.1	20.0	100.0

TABLE H 10, CONT'D. -36-

TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE OF PRESSERS (UPPER) EARNING
(1) BELOW THE CODE MINIMUM
(2) AT THE CODE MINIMUM AND UP TO THE CODE AVERAGE
(3) CODE AVERAGE AND ABOVE

COMPILED FROM THE PAYROLLS FILED FOR THE WEEK OF MARCH 5-MARCH 9, 1934

CITY	MIN. RATE	AVER. RATE	NO. OF WORKERS				PERCENTAGE			
			BELOW MIN.	CODE MIN & UP TO AVER.	CODE AVER AND ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN & UP TO AVER.	CODE AVER & ABOVE	TOTAL
N.Y.C.	1.00	1.35	13	105	338	456	2.9	23.0	74.1	100
Eastern Area	.90	1.215								
N.Y.S.	"	"	-	8	7	15	-	53.3	46.7	100
Conn.	"	"	-	6	3	9	-	66.7	33.3	100
N.J.	"	"	-	17	13	30	-	56.7	43.3	100
Phila.	"	"	3	3	4	10	30.0	30.0	40.0	100
Boston	"	"	-	2	12	14	-	14.3	85.7	100
Total Eastern Area (Excl. N.Y.C.)			3	36	39	78	3.8	46.2	50.0	100
Western Area	.85	1.26								
Baltimore	"	"	-	7	6	13	-	53.8	46.2	100
Cleveland	"	"	3	65	52	120	2.5	54.2	43.3	100
Chicago	"	"	10	30	53	93	10.3	30.9	58.8	100
St. Louis	"	"	1	-	5	6	16.7	-	83.3	100
Kansas City	"	"	2	1	-	3	66.7	33.3	-	100
Los Angeles	"	"	1	15	13	29	3.5	51.7	44.8	100
San Francisco	"	"	-	1	5	6	-	16.7	83.3	100
Portland	"	"	-	5	2	7	-	71.4	28.6	100
Seattle	"	"	-	1	1	2	-	50.0	50.0	100
Total Western Area (Excl. Balt.)			17	117	135	270	6.2	44.3	49.5	100

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TABLE H 10 CONT'D. COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE OF PRESSERS-EARNING
(1) BELOW CODE MINIMUM
(2) CODE MINIMUM AND ABOVE

COMPILED FROM THE PAYROLLS FILED FOR THE WEEK OF MARCH 5-MARCH 9, 1934.

WESTERN AREA ONLY

CITY	MIN. RATE	NO. OF WORKERS			PERCENTAGE		
		BELOW MIN.	CODE MIN. & ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN. & ABOVE	TOTAL
Baltimore	.60	1	2	3	33.3	66.7	100.
Cleveland	"		4	4	-	100	100
Chicago & Sub.	"	-	1	1	-	100	100
St. Louis	"	-	-	-	-	-	-
Kansas City	"	-	-	-	-	-	-
Los Angeles	"	-	1	1	-	100	100
San Francisco	"	-	2	2	-	100	100
Portland	"	-	1	1	-	100	100
Seattle	"	-	1	1	-	100	100
Total Western Area (Excl. Baltimore)		-	10	10	-	100	100

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TABLE H 10 (CONT'D) COAT AND SUIT CODE AUTHORITY

TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE OF MACHINE PRESSERS -EARNING

(1) BELOW THE CODE MINIMUM
(2) AT THE CODE MINIMUM AND UP TO THE CODE
(3) CODE AVERAGE AND ABOVE AVERAGE

(COMPILED FROM THE PAYROLLS FILED FOR THE WEEK OF MARCH 5-MARCH 9, 1934.

CITY	MIN. RATE	AVER. RATE	NO. OF WORKERS				PERCENTAGE			
			BELOW CODE MIN.	CODE MIN. & UP TO AVER.	CODE AVER. & ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN. & UP TO AVER.	CODE AVER. & ABOVE	TOTAL
N.Y.C.	1.35	1.65	53	75	198	326	16.3	23.0	60.7	100.0
Eastern Area	1.21	1.48								
N.Y.S.	"	"	2	12	2	16	12.5	75.0	12.5	100.0
Conn.	"	"	7	2	2	11	63.6	18.2	18.2	100.0
N. J.	"	"	16	10	8	34	47.1	29.4	23.5	100.0
Phila.	"	"	2	1	3	6	33.3	16.7	50.0	100.0
Boston	"	"	1	2	1	4	25.0	50.0	25.0	100.0
Total Eastern Area (Excl. N.Y.C.) (Upper Presser's Rates)			28	27	16	71	39.4	38.0	22.6	100.0
WESTERN AREA	.85	1.26								
Baltimore	"	"	9	6	9	24	37.5	25.0	37.5	100.0
Cleveland	"	"	-	1	2	3	-	33.3	66.7	100.0
Chicago	"	"	-	6	4	10	-	60.0	40.0	100.0
St. Louis	"	"	-	-	1	1	-	-	100.0	100.0
Kansas City	"	"	1	2	-	3	33.3	66.7	-	100.0
Los Angeles	"	"	-	-	2	2	-	-	100.0	100.0
San Francisco	"	"	-	3	3	6	-	50.0	50.0	100.0
Portland	"	"	-	6	1	7	-	85.7	14.3	100.0
Seattle	"	"	-	-	-	-	-	-	-	100.0
TOTAL WESTERN AREA (EXCLUDING BALTI.)			1	18	13	32	3.1	56.3	40.6	100.0

COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE
OF NON-CLASSIFIABLE PRESSERS-EARNING
(1) BELOW THE CODE MINIMUM
(2) AT THE CODE MINIMUM AND UP TO THE CODE AVERAGE
(3) CODE AVERAGE AND ABOVE

COMPILED FROM THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5-MARCH 9, 1934.

CITY	MIN. RATE	AVER. RATE	NO. OF WORKERS: BELOW CODE MIN.	CODE MIN & UP TO AVER.	CODE AVER & ABOVE	TOTAL	PERCENTAGE: BELOW CODE MIN.	CODE MIN.& UP TO AVER.	CODE AVER.& ABOVE	TOTAL
N.Y.C.	1.00	1.35	21	193	568	782	2.7	24.7	72.6	100.0
Eastern Area	.90	1.21								
N.Y.State	"	"	-	4	1	5	-	80.0	20.0	100.0
Conn.	"	"	-	-	-	-	-	-	-	-
N. J.	"	"	8	4	6	18	44.5	22.2	33.3	100.0
Phila.	"	"	5	12	39	56	8.8	21.4	69.8	100.0
Boston	"	"	4	12	33	49	8.2	24.5	67.3	100.0
Total Eastern Area (Excl.N.Y.C.)			17	32	79	128	13.3	25.0	61.7	100.0
Western Area	.85	1.26								
Baltimore	"	"	6	8	12	26	23.1	30.7	46.2	100.0
Cleveland	"	"	1	4	2	7	14	58	28	100.0
Chicago	"	"	1	18	18	37	2.8	48.6	48.6	100.0
St. Louis	"	"	2	4	8	14	14.3	28.6	57.1	100.0
Kansas City	"	"	1	5	1	7	14	72	14	100.0
Los Angeles	"	"	1	75	9	45	2.2	80.0	18.0	100.0
San Francisco	"	"	-	11	17	28	-	39.2	60.8	100.0
Portland	"	"	-	3	3	6	-	50.0	50.0	100.0
Seattle	"	"	1	5	2	6	12.5	62.5	25.0	100.0
TOTAL WESTERN AREA (EXCL. BALTIMORE)			7	85	60	152	5	56	39	

COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE
OF LINING IRONERS (FEMALE) EARNING
(1) BELOW THE CODE MINIMUM
(2) AT THE CODE MINIMUM AND UP TO THE CODE AVERAGE
(3) CODE AVERAGE AND ABOVE

COMPILED FROM THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5-MARCH 9, 1934

			NO. OF WORKERS				PERCENTAGE			
CITY	MIN. RATE	AVER. RATE	BELOW CODE MIN.	CODE MIN.& UP TO AVER.	CODE AVER.& ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN.& UP TO AVER.	CODE AVER.& ABOVE	TOTAL
Baltimore	.60	.82	-	1	1	2	-	50.0	50.0	100.0
Cleveland	"	"	1	1	4	6	16.7	16.7	66.6	100.0
Chicago & Sub	"	"	-	1	-	1	-	-	-	-
St. Louis	"	"	-	-	1	1	-	-	100.0	100.0
Kansas City	"	"	6	0	0	6	100		-	100.0
Los Angeles	"	"	-	1		1	-	100		100.0
San Francisco	"	"	-	-	-	-	-	-	-	-
Portland	"5	"	-	-	-	-	-	-	-	-
Seattle	"	"	1	0	-	1	100	-	-	-
Total Western Area (Excl. Baltimore)			8	2	5	15	54	13	33	100.0

TABLE H 10 CONT'D

COAT AND SUIT CODE AUTHORITY
TABLE SHOWING BY-MARKET AREAS NUMBERS AND PERCENTAGE
OF SKIRT PRESSERS (UNDER) EARNING
(1) BELOW THE CODE MINIMUM
(2) AT THE CODE MINIMUM AND UP TO THE CODE AVERAGE
(3) CODE AVERAGE AND ABOVE

COMPILED FROM THE PAYROLLS FILED
FOR THE WEEK OF MARCH 5-MARCH 9, 1934

			NO. WORKERS				PERCENTAGE			
CITY	MIN. RATE	AVER. RATE	BELOW CODE MIN	CODE MIN. & UP TO AVER.	CODE AVER. &ABOVE	TOTAL	BELOW CODE MIN.	CODE MIN. & UP TO AVER.	CODE AVER. & ABOVE	TOTAL
N.Y.C.	.85	1.25	8	1	-	9	88.9	11.1	-	100.
Eastern Area.	.765	1.25								
N.Y.S.	"	"	-	5	-	5	-	100.	-	100.
Conn.	"	"	-	4	-	4	-	100.	-	100.
N. J.	"	"	-	-	-	-	-	-	-	-
Phila	"	"	-	-	-	-	-	-	-	-
Boston	"	"	-	-	-	-	-	-	-	-
Total Eastern Area (Excl. N.Y.C.)				9	-	9	-	100.	-	100.

OFFICE OF THE NATIONAL RECOVERY ADMINISTRATION
THE DIVISION OF REVIEW

THE WORK OF THE DIVISION OF REVIEW

Executive Order No. 7075, dated June 15, 1935, established the Division of Review of the National Recovery Administration. The pertinent part of the Executive Order reads thus:

> The Division of Review shall assemble, analyze, and report upon the statistical information and records of experience of the operations of the various trades and industries heretofore subject to codes of fair competition, shall study the effects of such codes upon trade, industrial and labor conditions in general, and other related matters, shall make available for the protection and promotion of the public interest an adequate review of the effects of the Administration of Title I of the National Industrial Recovery Act, and the principles and policies put into effect thereunder, and shall otherwise aid the President in carrying out his functions under the said Title. I hereby appoint Leon C. Marshall, Director of the Division of Review.

The study sections set up in the Division of Review covered these areas: industry studies, foreign trade studies, labor studies, trade practice studies, statistical studies, legal studies, administration studies, miscellaneous studies, and the writing of code histories. The materials which were produced by these sections are indicated below.

Except for the Code Histories, all items mentioned below are scheduled to be in mimeographed form by April 1, 1936.

THE CODE HISTORIES

The Code Histories are documented accounts of the formation and administration of the codes. They contain the definition of the industry and the principal products thereof; the classes of members in the industry; the history of code formation including an account of the sponsoring organizations, the conferences, negotiations and hearings which were held, and the activities in connection with obtaining approval of the code; the history of the administration of the code, covering the organization and operation of the code authority. the difficulties encountered in administration, the extent of compliance or non-compliance, and the general success or lack of success of the code; and an analysis of the operation of code provisions dealing with wages, hours, trade practices, and other provisions. These and other matters are canvassed not only in terms of the materials to be found in the files, but also in terms of the experiences of the deputies and others concerned with code formation and administration.

The Code Histories, (including histories of certain NRA units or agencies) are not mimeographed. They are to be turned over to the Department of Commerce in typewritten form. All told, approximately eight hundred and fifty (850) histories will be completed. This number includes all of the approved codes and some of the unapproved codes. (In Work Materials No 18, Contents of Code Histries, will be found the outline which governed the preparation of Code Histories.)

(In the case of all approved codes and also in the case of some codes not carried to final approval, there are in NRA files further materials on industries. Particularly worthy of mention are the Volumes I, II and III which constitute the material officially submitted to the President in support of the recommendation for approval of each code. These volumes

set forth the origination of the code, the sponsoring group, the evidence advanced to support the proposal, the report of the Division of Research and Planning on the industry, the recommendations of the various Advisory Boards, certain types of official correspondence, the transcript of the formal hearing, and other pertinent matter. There is also much official information relating to amendments, interpretations, exemptions, and other rulings. The materials mentioned in this paragraph were of course not a part of the work of the Division of Review.)

THE WORK MATERIALS SERIES

In the work of the Division of Review a considerable number of studies and compilations of data (other than those noted below in the Evidence Studies Series and the Statistical Material Series) have been made. These are listed below, grouped according to the character of the material. (In Work Materials No. 17, Tentative Outlines and Summaries of Studies in Process, these materials are fully described).

Industry Studies

Automobile Industry, An Economic Survey of
Bituminous Coal Industry under Free Competition and Code Regulation, Economic Survey of
Electrical Manufacturing Industry, The
Fertilizer Industry, The
Fishery Industry and the Fishery Codes
Fishermen and Fishing Craft, Earnings of
Foreign Trade under the National Industrial Recovery Act
  Part A - Competitive Position of the United States in International Trade 1927-29 through 1934.
  Part B - Section 3 (e) of NIRA and its administration.
  Part C - Imports and Importing under NRA Codes.
  Part D - Exports and Exporting under NRA Codes.
Forest Products Industries, Foreign Trade Study of the
Iron and Steel Industry, The
Knitting Industries, The
Leather and Shoe Industries, The
Lumber and Timber Products Industry, Economic Problems of the
Men's Clothing Industry, The
Millinery Industry, The
Motion Picture Industry, The
Migration of Industry, The: The Shift of Twenty-Five Needle Trades From New York State, 1926 to 1934
National Labor Income by Months, 1929-35
Paper Industry, The
Production, Prices, Employment and Payrolls in Industry, Agriculture and Railway Transportation, January 1923, to date
Retail Trades Study, The
Rubber Industry Study, The
Textile Industry in the United Kingdom, France, Germany, Italy, and Japan
Textile Yarns and Fabrics
Tobacco Industry, The
Wholesale Trades Study, The
Women's Neckwear and Scarf Industry, Financial and Labor Data on

Women's Apparel Industry, Some Aspects of the

Trade Practice Studies

Commodities, Information Concerning: A Study of NRA and Related Experiences in Control
Distribution, Manufacturers' Control of: Trade Practice Provisions in Selected NRA Codes
Distributive Relations in the Asbestos Industry
Design Piracy: The Problem and Its Treatment Under NRA Codes
Electrical Mfg. Industry: Price Filing Study
Fertilizer Industry: Price Filing Study
Geographical Price Relations Under Codes of Fair Competition, Control of
Minimum Price Regulation Under Codes of Fair Competition
Multiple Basing Point System in the Lime Industry: Operation of the
Price Control in the Coffee Industry
Price Filing Under NRA Codes
Production Control in the Ice Industry
Production Control, Case Studies in
Resale Price Maintenance Legislation in the United States
Retail Price Cutting, Restriction of, with special Emphasis on The Drug Industry.
Trade Practice Rules of The Federal Trade Commission (1914-1936): A classification for comparison with Trade Practice Provisions of NRA Codes.

Labor Studies

Cap and Cloth Hat Industry, Commission Report on Wage Differentials in
Earnings in Selected Manufacturing Industries, by States, 1933-35
Employment, Payrolls, Hours, and Wages in 115 Selected Code Industries 1933-35
Fur Manufacturing, Commission Report on Wages and Hours in
Hours and Wages in American Industry
Labor Program Under the National Industrial Recovery Act, The
Part A. Introduction
Part B. Control of Hours and Reemployment
Part C. Control of Wages
Part D. Control of Other Conditions of Employment
Part E. Section 7(a) of the Recovery Act
Materials in the Field of Industrial Relations
PRA Census of Employment, June, October, 1933
Puerto Rico Needlework, Homeworkers Survey

Administrative Studies

Administrative and Legal Aspects of Stays, Exemptions and Exceptions, Code Amendments, Conditional Orders of Approval
Administrative Interpretations of NRA Codes
Administrative Law and Procedure under the NIRA
Agreements Under Sections 4(a) and 7(b) of the NIRA
Approve Codes in Industry Groups, Classification of
Basic Code, the -- (Administrative Order X-61)
Code Authorities and Their Part in the Administration of the NIRA
Part A. Introduction
Part B. Nature, Composition and Organization of Code Authorities

Part C. Activities of the Code Authorities
Part D. Code Authority Finances
Part E. Summary and Evaluation
Code Compliance Activities of the NRA
Code Making Program of the NRA in the Territories, The
Code Provisions and Related Subjects, Policy Statements Concerning
Content of NIRA Administrative Legislation
Part A. Executive and Administrative Orders
Part B. Labor Provisions in the Codes
Part C. Trade Practice Provisions in the Codes
Part D. Administrative Provisions in the Codes
Part E. Agreements under Sections 4(a) and 7(b)
Part F. A Type Case: The Cotton Textile Code
Labels Under NRA, A Study of
Model Code and Model Provisions for Codes, Development of
National Recovery Administration, The: A Review of its Organization and Activities
NRA Insignia
President's Reemployment Agreement, The
President's Reemployment Agreement, Substitutions in Connection with the
Prison Labor Problem under NRA and the Prison Compact, The
Problems of Administration in the Overlapping of Code Definitions of Industries and Trades, Multiple Code Coverage, Classifying Individual Members of Industries and Trades
Relationship of NRA to Government Contracts and Contracts Involving the Use of Government Funds
Relationship of NRA with States and Municipalities
Sheltered Workshops Under NRA
Uncodified Industries: A Study of Factors Limiting the Code Making Program

Legal Studies

Anti-Trust Laws and Unfair Competition
Collective Bargaining Agreements, the Right of Individual Employees to Enforce
Commerce Clause, Federal Regulation of the Employer-Employee Relationship Under the
Delegation of Power, Certain Phases of the Principle of, with Reference to Federal Industrial Regulatory Legislation
Enforcement, Extra-Judicial Methods of
Federal Regulation through the Joint Employment of the Power of Taxation and the Spending Power
Government Contract Provisions as a Means of Establishing Proper Economic Standards, Legal Memorandum on Possibility of
Industrial Relations in Australia, Regulation of
Intrastate Activities Which so Affect Interstate Commerce as to Bring them Under the Commerce Clause, Cases on
Legislative Possibilities of the State Constitutions
Post Office and Post Road Power -- Can it be Used as a Means of Federal Industrial Regulation?
State Recovery Legislation in Aid of Federal Recovery Legislation History and Analysis
Tariff Rates to Secure Proper Standards of Wages and Hours, the Possibility of Variation in
Trade Practices and the Anti-Trust Laws
Treaty Making Power of the United States
War Power, Can it be Used as a Means of Federal Regulation of Child Labor?

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THE EVIDENCE STUDIES SERIES

The Evidence Studies were originally undertaken to gather material for pending court cases. After the Schechter decision the project was continued in order to assemble data for use in connection with the studies of the Division of Review. The data are particularly concerned with the nature, size and operations of the industry; and with the relation of the industry to interstate commerce. The industries covered by the Evidence Studies account for more than one-half of the total number of workers under codes. The list of those studies follows:

Automobile Manufacturing Industry
Automotive Parts and Equipment Industry
Baking Industry
Boot and Shoe Manufacturing Industry
Bottled Soft Drink Industry
Builders' Supplies Industry
Canning Industry
Chemical Manufacturing Industry
Cigar Manufacturing Industry
Coat and Suit Industry
Construction Industry
Cotton Garment Industry
Dress Manufacturing Industry
Electrical Contracting Industry
Electrical Manufacturing Industry
Fabricated Metal Products Mfg. and Metal Finishing and Metal Coating Industry
Fishery Industry
Furniture Manufacturing Industry
General Contractors Industry
Graphic Arts Industry
Gray Iron Foundry Industry
Hosiery Industry
Infant's and Children's Wear Industry
Iron and Steel Industry
Leather Industry
Lumber and Timber Products Industry
Mason Contractors Industry
Men's Clothing Industry
Motion Picture Industry
Motor Vehicle Retailing Trade
Needlework Industry of Puerto Rico
Painting and Paperhanging Industry
Photo Engraving Industry
Plumbing Contracting Industry
Retail Lumber Industry
Retail Trade Industry
Retail Tire and Battery Trade Industry
Rubber Manufacturing Industry
Rubber Tire Manufacturing Industry
Shipbuilding Industry
Silk Textile Industry
Structural Clay Products Industry
Throwing Industry
Trucking Industry
Waste Materials Industry
Wholesale and Retail Food Industry
Wholesale Fresh Fruit and Vegetable Industry
Wool Textile Industry

THE STATISTICAL MATERIALS SERIES

This series is supplementary to the Evidence Studies Series. The reports include data on establishments, firms, employment, Payrolls, wages, hours, production capacities, shipments, sales, consumption, stocks, prices, material costs, failures, exports and imports. They also include notes on the principal qualifications that should be observed in using the data, the technical methods employed, and the applicability of the material to the study of the industries concerned. The following numbers appear in the series:
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Asphalt Shingle and Roofing Industry
Business Furniture
Candy Manufacturing Industry
Carpet and Rug Industry
Cement Industry
Cleaning and Dyeing Trade
Coffee Industry
Copper and Brass Mill Products Industry
Cotton Textile Industry
Electrical Manufacturing Industry
Fertilizer Industry
Funeral Supply Industry
Glass Container Industry
Ice Manufacturing Industry
Knitted Outerwear Industry
Paint, Varnish, and Lacquer, Mfg. Industry
Plumbing Fixtures Industry
Rayon and Synthetic Yarn Producing Industry
Salt Producing Industry

THE COVERAGE

The original, and approved, plan of the Division of Review contemplated resources sufficient (a) to prepare some 1200 histories of codes and NRA units or agencies, (b) to consolidate and index the NRA files containing some 40,000,000 pieces, (c) to engage in extensive field work, (d) to secure much aid from established statistical agencies of government, (e) to assemble a considerable number of experts in various fields, (f) to conduct approximately 25% more studies than are listed above, and (g) to prepare a comprehensive summary report.

Because of reductions made in personnel and in use of outside experts, limitation of access to field work and research agencies, and lack of jurisdiction over files, the projected plan was necessarily curtailed. The most serious curtailments were the omission of the comprehensive summary report; the dropping of certain studies and the reduction in the coverage of other studies; and the abandonment of the consolidation and indexing of the files. Fortunately, there is reason to hope that the files may yet be cared for under other auspices.

Notwithstanding these limitations, if the files are ultimately consolidated and indexed the exploration of the NRA materials will have been sufficient to make them accessible and highly useful. They constitute the largest and richest single body of information concerning the problems and operations of industry ever assembled in any nation.

L. C. Marshall,
Director, Division of Review.

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